

**2014 - 2015 ESP Ranking Report**

**ESP Position: Custodian**

**Ranked By: Minimum Salary**

**Compiled On: 5/6/2015**

*Districts were asked to provide the minimum hourly salary for full-time employees designated as custodians including those in supervisory positions. Districts without information below either contract outside the school system for this work or did not provide the information as requested in time for publication. The information below was copied from the information provided by the school system. Please report errors to Shannon K. Bain at sbain@tnea.org.*

| Ranking | District Name                     | County Name | Min Salary | Avg Salary | Max Salary | Avg Work Day In Hours | Avg Work Year In Days |
|---------|-----------------------------------|-------------|------------|------------|------------|-----------------------|-----------------------|
| 1       | Germantown School District        | Shelby      | \$ 22.90   | \$ 24.40   | \$ 25.89   | 8                     | 261                   |
| 2       | Lakeland School District          | Shelby      | \$ 21.80   |            | \$ 22.60   | 8                     | 261                   |
| 3       | Collierville School District      | Shelby      | \$ 21.60   | \$ 21.60   | \$ 21.60   | 8                     | 261                   |
| 4       | Loudon County School District     | Loudon      | \$ 16.24   | \$ 16.24   | \$ 16.24   | 8                     | 240                   |
| 5       | Sevier County School District     | Sevier      | \$ 15.15   | \$ 22.30   | \$ 32.05   | 8                     | 240                   |
| 6       | Murfreesboro School District      | Rutherford  | \$ 13.53   | \$ 15.86   | \$ 19.24   |                       | 220                   |
| 7       | Cleveland School District         | Bradley     | \$ 13.30   | \$ 13.30   | \$ 13.30   | 7.5                   | 240                   |
| 8       | Williamson County School District | Williamson  | \$ 13.10   | \$ 13.10   | \$ 13.10   | 8                     | 261                   |
| 9       | Carroll County School District    | Carroll     | \$ 12.87   | \$ 13.41   | \$ 13.94   | 8                     | 240                   |
| 10      | Franklin SSD                      | Williamson  | \$ 12.86   | \$ 15.29   | \$ 17.72   | 8                     | 243                   |
| 11      | Alamo School District             | Crockett    | \$ 12.78   | \$ 12.78   | \$ 12.78   | 7.5                   | 240                   |
| 12      | Athens School District            | McMinn      | \$ 12.70   | \$ 13.09   | \$ 13.49   | 8.5                   | 260                   |
| 13      | Marion County School District     | Marion      | \$ 12.62   | \$ 13.16   | \$ 13.70   | 7.5                   | 200                   |
| 14      | Paris School District             | Henry       | \$ 12.26   | \$ 12.89   | \$ 13.52   | 7                     | 240                   |
| 14      | Paris School District             | Henry       | \$ 12.26   | \$ 12.89   | \$ 13.52   | 7                     | 240                   |
| 16      | Lauderdale County School District | Lauderdale  | \$ 12.09   | \$ 18.44   | \$ 24.79   | 7.5                   | 240                   |
| 17      | Alcoa School District             | Blount      | \$ 12.08   | \$ 15.97   | \$ 21.00   | 8                     | 260                   |
| 18      | McMinn County School District     | McMinn      | \$ 11.80   | \$ 13.02   | \$ 14.25   | 7.5                   | 200                   |
| 19      | Giles County School District      | Giles       | \$ 11.73   | \$ 12.96   | \$ 14.19   | 8                     | 200                   |

|                                      |            |          |          |          |     |     |
|--------------------------------------|------------|----------|----------|----------|-----|-----|
| 20 Etowah School District            | McMinn     | \$ 11.60 |          | \$ 13.10 | 8   | 240 |
| 21 Crockett County School District   | Crockett   | \$ 11.21 | \$ 12.25 | \$ 13.29 | 7   | 240 |
| 22 Henderson County School District  | Henderson  | \$ 11.00 | \$ 11.62 | \$ 12.25 | 8   | 237 |
| 23 Johnson City School District      | Washington | \$ 10.69 | \$ 11.98 | \$ 13.37 | 8   | 260 |
| 24 Dyersburg School District         | Dyer       | \$ 10.67 | \$ 15.47 | \$ 25.92 | 8.1 | 200 |
| 25 Chester County School District    | Chester    | \$ 10.50 | \$ 10.50 | \$ 10.50 | 8   | 234 |
| 25 Overton County School District    | Overton    | \$ 10.50 | \$ 11.00 | \$ 11.49 | 8   | 220 |
| 27 Lake County School District       | Lake       | \$ 10.46 | \$ 9.60  | \$ 10.78 | 8   | 220 |
| 28 Meigs County School District      | Meigs      | \$ 10.28 | \$ 10.96 | \$ 11.63 | 8   | 260 |
| 29 Oak Ridge School District         | Anderson   | \$ 10.24 | \$ 16.06 | \$ 21.89 | 8   | 261 |
| 30 Sequatchie County School District | Sequatchie | \$ 10.22 | \$ 10.93 | \$ 11.63 | 8   | 250 |
| 31 Bradley County School District    | Bradley    | \$ 10.19 | \$ 11.66 | \$ 13.12 | 8   | 205 |
| 32 Rogersville School District       | Hawkins    | \$ 10.17 | \$ 10.17 | \$ 10.17 | 8   | 260 |
| 33 Montgomery County School District | Montgomery | \$ 10.06 | \$ 11.93 | \$ 13.81 | 8   | 260 |
| 34 Rhea County School District       | Rhea       | \$ 9.94  | \$ 14.82 | \$ 19.71 | 8   | 200 |
| 35 Maryville School District         | Blount     | \$ 9.90  |          | \$ 13.10 | 8   | 260 |
| 36 Sweetwater School District        | Monroe     | \$ 9.89  |          | \$ 10.67 | 7.5 | 220 |
| 37 Tullahoma School District         | Coffee     | \$ 9.75  | \$ 11.20 | \$ 13.12 | 7   | 261 |
| 38 Dayton School District            | Rhea       | \$ 9.72  | \$ 10.00 | \$ 12.08 | 8   | 240 |
| 39 Clinton School District           | Anderson   | \$ 9.66  | \$ 12.14 | \$ 14.63 | 8   | 260 |
| 40 Fayetteville School District      | Lewis      | \$ 9.65  | \$ 10.03 | \$ 10.41 | 8   | 260 |
| 41 Greeneville School District       | Greene     | \$ 9.55  |          | \$ 14.05 | 8   | 240 |
| 41 Hamblen County School District    | Hamblen    | \$ 9.55  |          | \$ 14.48 | 9.5 | 261 |
| 43 Monroe County School District     | Monroe     | \$ 9.53  | \$ 11.78 | \$ 14.03 | 8   | 261 |
| 44 Scott County School District      | Scott      | \$ 9.50  | \$ 9.84  | \$ 10.19 | 7   | 240 |
| 44 Wilson County School District     | Wilson     | \$ 9.50  | \$ 11.98 | \$ 14.45 | 8   | 260 |
| 46 Fayette County School District    | Fayette    | \$ 9.44  | \$ 9.47  | \$ 9.50  | 8   | 180 |
| 47 Lawrence County School District   | Lawrence   | \$ 9.40  |          |          |     | 240 |
| 48 Oneida School District            | Scott      | \$ 9.38  | \$ 13.18 | \$ 16.99 | 5.8 | 260 |
| 48 Van Buren County School District  | Van Buren  | \$ 9.38  | \$ 9.38  | \$ 9.38  | 8   | 180 |
| 50 Unicoi County School District     | Unicoi     | \$ 9.36  | \$ 10.09 | \$ 10.82 | 8   | 261 |
| 51 Kingsport School District         | Sullivan   | \$ 9.32  | \$ 11.45 | \$ 13.59 | 8   | 261 |
| 52 Houston County School District    | Houston    | \$ 9.25  |          | \$ 11.25 | 6   | 215 |
| 53 Bradford School District          | Gibson     | \$ 9.22  |          | \$ 10.25 | 8   | 230 |
| 54 Weakley County School District    | Weakley    | \$ 9.20  | \$ 9.20  | \$ 9.20  | 7   | 240 |

|                                      |            |         |          |          |      |     |
|--------------------------------------|------------|---------|----------|----------|------|-----|
| 55 Sullivan County School District   | Sullivan   | \$ 8.97 | \$ 10.47 | \$ 11.97 | 7.25 | 260 |
| 56 Newport School District           | Cocke      | \$ 8.75 | \$ 11.87 | \$ 15.00 | 8    | 240 |
| 57 Greene County School District     | Greene     | \$ 8.74 | \$ 9.44  | \$ 10.14 | 8    | 225 |
| 58 Decatur County School District    | Decatur    | \$ 8.65 | \$ 9.17  | \$ 9.69  | 8    | 240 |
| 59 Maury County School District      | Maury      | \$ 8.64 | \$ 9.50  | \$ 10.37 | 8    | 200 |
| 60 Perry County School District      | Perry      | \$ 8.63 | \$ 11.02 | \$ 13.42 | 7    | 180 |
| 61 West Carroll Sp Dist              | Carroll    | \$ 8.53 | \$ 9.10  | \$ 9.67  | 8    | 250 |
| 62 Morgan County School District     | Morgan     | \$ 8.51 |          | \$ 10.26 | 8    | 260 |
| 63 Knox County School District       | Knox       | \$ 8.46 | \$ 10.39 | \$ 15.46 | 8    | 260 |
| 64 Smith County School District      | Smith      | \$ 8.34 | \$ 10.55 | \$ 12.59 | 8    | 180 |
| 65 Warren County School District     | Warren     | \$ 8.30 | \$ 10.05 | \$ 11.80 | 8    | 260 |
| 66 Stewart County School District    | Stewart    | \$ 8.25 | \$ 9.69  | \$ 11.13 | 5.5  | 183 |
| 67 Cumberland County School District | Cumberland | \$ 8.23 | \$ 14.73 | \$ 21.23 | 8    | 207 |
| 68 Clay County School District       | Clay       | \$ 8.15 | \$ 8.60  | \$ 9.05  | 8    | 252 |
| 68 Lincoln County School District    | Lincoln    | \$ 8.15 | \$ 9.02  | \$ 9.89  | 8    | 260 |
| 70 Anderson County School District   | Anderson   | \$ 8.07 | \$ 11.75 | \$ 15.43 | 8    | 260 |
| 71 Bedford County School District    | Bedford    | \$ 8.05 |          | \$ 10.53 | 7    | 240 |
| 72 Benton County School District     | Benton     | \$ 8.03 | \$ 8.50  | \$ 9.00  | 7    | 180 |
| 72 DeKalb County School District     | DeKalb     | \$ 8.03 |          | \$ 9.73  | 8    | 240 |
| 74 Elizabethton School District      | Carter     | \$ 7.87 |          | \$ 9.67  | 6.5  | 205 |
| 75 McNairy County School District    | McNairy    | \$ 7.81 | \$ 10.20 | \$ 12.59 | 8    | 240 |
| 76 Wayne County School District      | Wayne      | \$ 7.76 | \$ 7.76  | \$ 7.76  | 8    | 240 |
| 77 Grundy County School District     | Grundy     | \$ 7.74 | \$ 8.62  | \$ 9.51  | 7.5  | 240 |
| 78 Blount County School District     | Blount     | \$ 7.73 |          | \$ 15.92 |      |     |
| 79 Moore County School District      | Moor       | \$ 7.69 | \$ 9.20  | \$ 10.71 | 8    | 260 |
| 80 Coffee County School District     | Coffee     | \$ 7.63 | \$ 10.71 | \$ 13.79 | 8    | 248 |
| 81 Macon County School District      | Macon      | \$ 7.62 |          | \$ 11.20 | 8    | 260 |
| 82 Claiborne County School District  | Claiborne  | \$ 7.61 | \$ 10.82 | \$ 14.03 | 7    | 180 |
| 82 Hawkins County School District    | Hawkins    | \$ 7.61 | \$ 9.68  | \$ 11.74 | 8    | 260 |
| 84 Humboldt School District          | Gibson     | \$ 7.50 |          | \$ 11.64 | 8    | 239 |
| 84 Jefferson County School District  | Jefferson  | \$ 7.50 | \$ 8.80  | \$ 13.60 | 8    | 249 |
| 86 Humphreys County School District  | Humphreys  | \$ 7.43 | \$ 9.52  | \$ 11.61 | 7.5  | 260 |
| 86 Sumner County School District     | Sumner     | \$ 7.43 | \$ 8.78  | \$ 15.46 | 6    | 210 |
| 88 Cannon County School District     | Cannon     | \$ 7.25 | \$ 9.25  | \$ 14.68 | 8    | 230 |
| 88 Fentress County School District   | Fentress   | \$ 7.25 |          | \$ 10.17 | 8    | 180 |

|  |           |         |          |          |     |     |
|--|-----------|---------|----------|----------|-----|-----|
| 90 Union County School District        | Union     | \$ 6.59 | \$ 11.64 | \$ 16.69 | 8   | 220 |
| 91 Dyer County School District         | Dyer      | \$ 6.44 | \$ 14.26 | \$ 18.09 | 7   | 190 |
| 92 Campbell County School District     | Campbell  | \$ 6.26 | \$ 8.66  | \$ 11.05 | 8   | 261 |
| 93 Bells School District               | Crockett  | \$ 6.00 | \$ 18.25 | \$ 30.50 | 4   | 240 |
| 94 Johnson County School District      | Johnson   | \$ 5.37 | \$ 7.15  | \$ 8.93  | 8   | 240 |
| 95 Pickett County School District      | Pickett   | \$ 5.00 | \$ 8.55  | \$ 12.09 | 8   | 180 |
| 96 Franklin County School District     | Franklin  | \$ 3.95 | \$ 14.28 | \$ 10.91 | 8   | 230 |
| 97 Trousdale County School District    | Trousdale | \$ 3.89 | \$ 7.54  | \$ 11.19 | 7   | 180 |
| 98 Lewis County School District        | Lewis     | \$ 3.24 | \$ 7.95  | \$ 12.67 | 6   | 180 |
| 99 Carter County School District       | Carter    | \$ 2.93 | \$ 7.02  | \$ 11.12 | 6   | 215 |
| 100 Richard City School District       | Marion    | \$ -    | \$ 6.94  | \$ 13.89 | 7.5 | 240 |
| 100 White County School District       | White     | \$ -    | \$ 5.60  | \$ 11.20 | 8   | 260 |
| Achievement School District            | Shelby    |         |          |          |     |     |
| Arlington School District              | Shelby    |         |          |          |     |     |
| Bartlett School District               | Shelby    |         |          |          |     |     |
| Bledsoe County School District         | Bledsoe   |         |          |          |     |     |
| Bristol School District                | Sullivan  |         |          |          |     |     |
| Cheatham County School District        | Cheatham  |         |          |          |     |     |
| Cocke County School District           | Cocke     |         |          |          | 8   | 240 |
| Davidson County School District        | Davidson  |         |          |          |     |     |
| Dickson County School District         | Dickson   |         |          |          |     |     |
| Gibson Co Sp Dist                      | Gibson    |         |          |          |     |     |
| Grainger County School District        | Grainger  |         |          |          |     |     |
| Hamilton County School District        | Hamilton  |         |          |          |     |     |
| Hancock County School District         | Hancock   |         |          |          |     |     |
| Hardeman County School District        | Hardeman  |         |          |          |     |     |
| Hardin County School District          | Hardin    |         |          |          |     |     |
| Haywood County School District         | Haywood   |         |          |          |     |     |
| Henry County School District           | Henry     |         |          |          |     |     |
| Hickman County School District         | Hickman   |         |          |          |     |     |
| Hollow Rock - Bruceton School District | Carroll   |         |          |          |     |     |
| Huntingdon School District             | Carroll   |         |          |          |     |     |
| Jackson County School District         | Jackson   |         |          |          |     |     |
| Lebanon School District                | Wilson    |         |          |          |     |     |
| Lenoir City School District            | Loudon    |         |          |          |     |     |

|                                   |            |  |   |     |
|-----------------------------------|------------|--|---|-----|
| Lexington School District         | Henderson  |  |   |     |
| Madison County School District    | Madison    |  |   |     |
| Manchester School District        | Coffee     |  |   |     |
| Marshall County School District   | Marshall   |  |   |     |
| McKenzie School District          | Carroll    |  |   |     |
| Milan School District             | Gibson     |  |   |     |
| Millington School District        | Shelby     |  |   |     |
| Obion County School District      | Obion      |  |   |     |
| Polk County School District       | Polk       |  |   |     |
| Putnam County School District     | Putnam     |  |   |     |
| Roane County School District      | Roane      |  |   |     |
| Robertson County School District  | Robertson  |  |   |     |
| Rutherford County School District | Rutherford |  |   |     |
| Shelby County School District     | Shelby     |  |   |     |
| South Carroll School District     | Carroll    |  | 8 | 220 |
| Tipton County School District     | Tipton     |  |   |     |
| Trenton School District           | Gibson     |  |   |     |
| Union City School District        | Obion      |  |   |     |
| Washington County School District | Washington |  |   |     |