

**Vancouver Public Schools**  
**SEIU Employees' Hourly Wage Schedule w/5.7%**  
**September 1, 2023 - August 31, 2024**

		Years of Service						
		Base Wage	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
		0	1	5	10	15	20	25+
<b>Maintenance, Operations, Grounds, Transportation and Warehouse</b>	Assistant Maintenance Supervisor	\$ 49.69	\$ 50.68	\$ 51.70	\$ 52.72	\$ 53.78	\$ 54.87	\$ 55.97
	Crew Leader- Custodial, Building & Grounds, Warehouse, Transportation	\$ 45.74	\$ 46.67	\$ 47.59	\$ 48.54	\$ 49.51	\$ 50.49	\$ 51.51
	Assistant Crew Leader - Custodial, Building & Grounds, Warehouse, Transportation; Building & Grounds Planner/Estimator; Environmental Safety Coordinator	\$ 41.81	\$ 42.64	\$ 43.51	\$ 44.38	\$ 45.26	\$ 46.17	\$ 47.09
<b>Trades Workers</b>	Electrician; HVAC; HVAC Control Tech; Metal Fabricator; Welder; Plumber; Boiler Service Worker; Brick Mason; Carpenter; Glazier; Painter; Mechanic; Alarm Technician; Repair Technician; Equipment Operator (Grounds); Sprinkler Fitter; Operations Analyst; Drain Technician; Millwright; Irrigation Specialist	\$ 41.15	\$ 41.97	\$ 42.81	\$ 43.66	\$ 44.54	\$ 45.43	\$ 46.34
<b>Trades Helper</b>	Landscape Specialist; Sanitation Truck Driver; Inventory Specialist; Painter Helper; Electronic Equipment Repair Technician Helper	\$ 34.23	\$ 34.92	\$ 35.61	\$ 36.33	\$ 37.05	\$ 37.80	\$ 38.56
<b>Grounds</b>	Groundskeeper	\$ 30.06	\$ 30.67	\$ 31.28	\$ 31.89	\$ 32.53	\$ 33.18	\$ 33.85
	Groundskeeper Helper	\$ 29.09	\$ 29.67	\$ 30.25	\$ 30.86	\$ 31.48	\$ 32.11	\$ 32.76
<b>Custodial Services</b>	Custodial Crew Planner	\$ 32.69	\$ 33.36	\$ 34.02	\$ 34.70	\$ 35.39	\$ 36.10	\$ 36.82
	High School Building Operator; Custodial Support Team Lead	\$ 31.23	\$ 31.86	\$ 32.49	\$ 33.15	\$ 33.80	\$ 34.48	\$ 35.17
	High School Swing Lead; Assistant Custodial Support Team Lead	\$ 29.96	\$ 30.55	\$ 31.15	\$ 31.77	\$ 32.42	\$ 33.06	\$ 33.73
	Middle School Building Operator	\$ 30.20	\$ 30.80	\$ 31.41	\$ 32.05	\$ 32.68	\$ 33.34	\$ 34.00
	Middle School Swing Lead	\$ 28.78	\$ 29.36	\$ 29.96	\$ 30.55	\$ 31.15	\$ 31.77	\$ 32.41
	Elementary School Building Operator; Certified Pool Operator	\$ 28.94	\$ 29.53	\$ 30.11	\$ 30.72	\$ 31.34	\$ 31.96	\$ 32.60
	Custodial Assistant; Pool Assistant	\$ 26.91	\$ 27.45	\$ 28.01	\$ 28.56	\$ 29.14	\$ 29.72	\$ 30.31
<b>Warehouse &amp; Distribution</b>	Stock Worker; Order Filler/Inventory; Receiving Clerk	\$ 33.00	\$ 33.65	\$ 34.32	\$ 35.02	\$ 35.71	\$ 36.41	\$ 37.14
	Delivery Worker/Heavy Duty	\$ 34.23	\$ 34.92	\$ 35.61	\$ 36.33	\$ 37.05	\$ 37.80	\$ 38.56
	Delivery Worker/Mail & Message	\$ 30.30	\$ 30.90	\$ 31.52	\$ 32.15	\$ 32.79	\$ 33.44	\$ 34.11
	Warehouse Utility Worker	\$ 30.73	\$ 31.34	\$ 31.97	\$ 32.61	\$ 33.26	\$ 33.93	\$ 34.61
	Warehouse Worker	\$ 29.16	\$ 29.74	\$ 30.35	\$ 30.95	\$ 31.56	\$ 32.19	\$ 32.83
<b>Operations/Safety</b>	District Resource Officer Team Leader	\$ 37.66	\$ 38.42	\$ 39.19	\$ 39.98	\$ 40.79	\$ 41.59	\$ 42.43
	District Resource Officer	\$ 33.06	\$ 33.72	\$ 34.41	\$ 35.08	\$ 35.79	\$ 36.51	\$ 37.24
<b>Transportation</b>	Mechanic	\$ 41.15	\$ 41.97	\$ 42.81	\$ 43.66	\$ 44.54	\$ 45.43	\$ 46.34
	Bus Service Worker	\$ 34.23	\$ 34.92	\$ 35.61	\$ 36.33	\$ 37.05	\$ 37.80	\$ 38.56
	Bus Driver	\$ 32.10	\$ 32.75	\$ 33.40	\$ 34.07	\$ 34.74	\$ 35.44	\$ 36.15
	Driver Trainer (13.5% above the Bus Driver Wage)	\$ 36.43	\$ 37.17	\$ 37.91	\$ 38.67	\$ 39.43	\$ 40.23	\$ 41.03
	Transportation/Bus Support	\$ 18.43	\$ 18.80	\$ 19.18	\$ 19.57	\$ 19.96	\$ 20.36	\$ 20.77
<b>Nutrition Services</b>	High School Kitchen Manager	\$ 30.03	\$ 30.62	\$ 31.23	\$ 31.86	\$ 32.49	\$ 33.15	\$ 33.81
	Middle School Kitchen Manager	\$ 28.77	\$ 29.35	\$ 29.94	\$ 30.54	\$ 31.14	\$ 31.76	\$ 32.40
	Elementary School Kitchen Manager	\$ 26.85	\$ 27.39	\$ 27.93	\$ 28.50	\$ 29.06	\$ 29.65	\$ 30.24
	Elementary School Cook; Middle School Cook	\$ 23.82	\$ 24.30	\$ 24.80	\$ 25.29	\$ 25.80	\$ 26.30	\$ 26.83
	High School Cook	\$ 25.08	\$ 25.58	\$ 26.10	\$ 26.62	\$ 27.14	\$ 27.69	\$ 28.24
	Cafeteria Assistant	\$ 22.29	\$ 22.74	\$ 23.19	\$ 23.66	\$ 24.13	\$ 24.62	\$ 25.10
	Delivery Worker	\$ 30.30	\$ 30.90	\$ 31.52	\$ 32.15	\$ 32.79	\$ 33.44	\$ 34.11
<b>Substitutes</b>	Substitute Retiree Custodial Assistant	\$ 26.91	\$ 27.45	\$ 28.01	\$ 28.56	\$ 29.14	\$ 29.72	\$ 30.31
	Substitute Custodial Assistant	\$ 22.51	\$ 22.96	\$ 23.43	\$ 23.90	\$ 24.36	\$ 24.86	\$ 25.36
	Substitute Retiree Bus Driver	\$ 29.53	\$ 30.12	\$ 30.73	\$ 31.35	\$ 31.97	\$ 32.62	\$ 33.27
	Substitute Bus Driver	\$ 25.12	\$ 25.62	\$ 26.14	\$ 26.67	\$ 27.20	\$ 27.75	\$ 28.31
	Substitute Cafeteria Assistant	\$ 18.18	\$ 18.54	\$ 18.91	\$ 19.29	\$ 19.68	\$ 20.07	\$ 20.47
	Substitute District Resource Officer	\$ 25.23	\$ 25.74	\$ 26.25	\$ 26.77	\$ 27.30	\$ 27.86	\$ 28.42

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<b>Certifications; Special Work; Shift Exceptions; Premiums</b>	
Asbestos Removal Compensation (See Article 10.2)	
High Lift Operations Compensation (See Article 10.2)	
Permit Required Confined Space Compensation (See Article 10.2)	
Hazardous Spraying (painting and pesticides)	\$2.00/hour/each day of spraying
Temporary Crew Lead	\$2.00/hour/duration of the crew leadership
Elementary Custodial Assistant - September 1st - May 31st	\$.75/hour
Graveyard Shift Premium	\$.50/hour
Grounds Crew Class A CDL or Spray License (See Article 10.2)	
All Schools and Maintenance Support Team:	
Certified Building Operator Certification Premium	Level I - \$1.00/hour; Level II - \$1.50/hour
Certified Maintenance Support Team Premium	Level I - \$1.00/hour; Level II - \$1.50/hour
Central Kitchen Manager serving Satellite Schools	\$1.00/hour
Central Kitchen Cook	\$.65/hour
Satellite Kitchen Cafeteria Assistant	\$.40/hour
Central Kitchen Manager Meal Count Enhancements:	
150 meals	\$.10/hour
151-300 meals	\$.15/hour
300+ meals	\$.20/hour