

**Vancouver Public Schools
SEIU Employees' Hourly Wage Schedule
September 1, 2025 - August 31, 2026**

		Years of Service						
		Base Wage	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
		0	1	5	10	15	20	25+
Maintenance, Operations, Grounds, Transportation and Warehouse	Assistant Maintenance Supervisor	\$ 52.95	\$ 54.01	\$ 55.08	\$ 56.17	\$ 57.30	\$ 58.46	\$ 59.64
	Crew Leader- Custodial, Building & Grounds, Warehouse, Transportation	\$ 48.73	\$ 49.73	\$ 50.71	\$ 51.72	\$ 52.75	\$ 53.80	\$ 54.89
	Assistant Crew Leader - Custodial, Building & Grounds, Warehouse, Transportation; Building & Grounds Planner/Estimator; Environmental Safety Coordinator	\$ 44.55	\$ 45.44	\$ 46.36	\$ 47.29	\$ 48.22	\$ 49.20	\$ 50.17
Trades Workers	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	\$ 43.84	\$ 44.72	\$ 45.61	\$ 46.53	\$ 47.46	\$ 48.41	\$ 49.37
Trades Helper	Landscape Specialist; Sanitation Truck Driver; Inventory Specialist; Painter Helper; Electronic Equipment Repair Technician Helper	\$ 36.48	\$ 37.21	\$ 37.95	\$ 38.71	\$ 39.48	\$ 40.28	\$ 41.09
Grounds	Groundskeeper	\$ 32.03	\$ 32.67	\$ 33.33	\$ 33.98	\$ 34.66	\$ 35.36	\$ 36.07
	Groundskeeper Helper	\$ 31.00	\$ 31.62	\$ 32.23	\$ 32.88	\$ 33.54	\$ 34.22	\$ 34.90
Custodial Services	Custodial Crew Planner	\$ 34.83	\$ 35.54	\$ 36.25	\$ 36.97	\$ 37.71	\$ 38.47	\$ 39.23
	High School Building Operator; Custodial Support Team Lead	\$ 33.28	\$ 33.95	\$ 34.62	\$ 35.33	\$ 36.01	\$ 36.74	\$ 37.47
	High School Swing Lead; Assistant Custodial Support Team Lead	\$ 31.92	\$ 32.55	\$ 33.19	\$ 33.86	\$ 34.54	\$ 35.22	\$ 35.94
	Middle School Building Operator	\$ 32.18	\$ 32.82	\$ 33.47	\$ 34.15	\$ 34.82	\$ 35.52	\$ 36.23
	Middle School Swing Lead	\$ 30.66	\$ 31.29	\$ 31.92	\$ 32.55	\$ 33.19	\$ 33.86	\$ 34.53
	Elementary School Building Operator; Certified Pool Operator	\$ 30.84	\$ 31.46	\$ 32.08	\$ 32.74	\$ 33.39	\$ 34.05	\$ 34.74
	Custodial Assistant; Pool Assistant	\$ 28.68	\$ 29.25	\$ 29.85	\$ 30.43	\$ 31.05	\$ 31.67	\$ 32.29
Warehouse & Distribution	Stock Worker; Order Filler/Inventory; Receiving Clerk	\$ 35.16	\$ 35.86	\$ 36.57	\$ 37.32	\$ 38.05	\$ 38.80	\$ 39.57
	Delivery Worker/Heavy Duty	\$ 36.48	\$ 37.21	\$ 37.95	\$ 38.71	\$ 39.48	\$ 40.28	\$ 41.09
	Delivery Worker/Mail & Message	\$ 32.28	\$ 32.92	\$ 33.59	\$ 34.26	\$ 34.94	\$ 35.63	\$ 36.34
	Warehouse Utility Worker	\$ 32.75	\$ 33.39	\$ 34.06	\$ 34.75	\$ 35.44	\$ 36.16	\$ 36.88
	Warehouse Worker	\$ 31.07	\$ 31.69	\$ 32.34	\$ 32.98	\$ 33.63	\$ 34.30	\$ 34.98
Operations/Safety	District Resource Officer Team Leader	\$ 40.12	\$ 40.94	\$ 41.76	\$ 42.60	\$ 43.46	\$ 44.32	\$ 45.21
	District Resource Officer	\$ 35.22	\$ 35.93	\$ 36.66	\$ 37.38	\$ 38.13	\$ 38.90	\$ 39.68
Transportation	Mechanic	\$ 43.84	\$ 44.72	\$ 45.61	\$ 46.53	\$ 47.46	\$ 48.41	\$ 49.37
	Bus Service Worker; Inventory Specialist	\$ 36.48	\$ 37.21	\$ 37.95	\$ 38.71	\$ 39.48	\$ 40.28	\$ 41.09
	Bus Driver	\$ 34.21	\$ 34.89	\$ 35.59	\$ 36.30	\$ 37.02	\$ 37.76	\$ 38.52
	Driver Trainer (13.5% above the Bus Driver Wage)	\$ 38.82	\$ 39.60	\$ 40.40	\$ 41.20	\$ 42.01	\$ 42.86	\$ 43.72
	Transportation/Bus Support	\$ 20.55	\$ 20.96	\$ 21.38	\$ 21.81	\$ 22.25	\$ 22.69	\$ 23.14
Nutrition Services	High School Kitchen Manager	\$ 32.00	\$ 32.62	\$ 33.28	\$ 33.95	\$ 34.62	\$ 35.33	\$ 36.02
	Middle School Kitchen Manager	\$ 30.65	\$ 31.28	\$ 31.90	\$ 32.54	\$ 33.18	\$ 33.85	\$ 34.52
	Elementary School Kitchen Manager	\$ 28.61	\$ 29.18	\$ 29.76	\$ 30.36	\$ 30.97	\$ 31.60	\$ 32.22
	Elementary School Cook; Middle School Cook	\$ 26.15	\$ 26.67	\$ 27.21	\$ 27.75	\$ 28.31	\$ 28.87	\$ 29.45
	High School Cook	\$ 27.50	\$ 28.05	\$ 28.62	\$ 29.19	\$ 29.78	\$ 30.37	\$ 30.98
	Cafeteria Assistant	\$ 23.75	\$ 24.23	\$ 24.71	\$ 25.21	\$ 25.71	\$ 26.23	\$ 26.75
	Delivery Worker	\$ 32.28	\$ 32.92	\$ 33.59	\$ 34.26	\$ 34.94	\$ 35.63	\$ 36.34
Substitutes	Substitute Retiree Custodial Assistant	\$ 28.68	\$ 29.25	\$ 29.85	\$ 30.43	\$ 31.05	\$ 31.67	\$ 32.29
	Substitute Custodial Assistant	\$ 23.98	\$ 24.46	\$ 24.97	\$ 25.46	\$ 25.95	\$ 26.49	\$ 27.02
	Substitute Retiree Bus Driver	\$ 31.46	\$ 32.09	\$ 32.75	\$ 33.40	\$ 34.06	\$ 34.76	\$ 35.45
	Substitute Bus Driver	\$ 26.77	\$ 27.30	\$ 27.86	\$ 28.42	\$ 28.99	\$ 29.57	\$ 30.17
	Substitute Cafeteria Assistant	\$ 19.37	\$ 19.76	\$ 20.15	\$ 20.55	\$ 20.97	\$ 21.38	\$ 21.81
	Substitute District Resource Officer	\$ 26.88	\$ 27.42	\$ 27.97	\$ 28.52	\$ 29.09	\$ 29.68	\$ 30.28

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Certifications; Special Work; Shift Exceptions; Premiums	
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 Lead Cafeteria Assistant	\$.90/hour
Satellite Kitchen Cafeteria Assistant	\$.40/hour
Central Kitchen Manager Meal Count Enhancements:	
150 meals	\$.15/hour
151-300 meals	\$.20/hour
300+ meals	\$.25/hour