

**Vancouver Public Schools
SEIU Employees' Hourly Wage Schedule
September 1, 2024 - August 31, 2025**

		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	\$ 51.53	\$ 52.56	\$ 53.61	\$ 54.67	\$ 55.77	\$ 56.90	\$ 58.04
	Crew Leader- Custodial, Building & Grounds, Warehouse, Transportation	\$ 47.43	\$ 48.40	\$ 49.35	\$ 50.34	\$ 51.34	\$ 52.36	\$ 53.42
	Assistant Crew Leader - Custodial, Building & Grounds, Warehouse, Transportation; Building & Grounds Planner/Estimator; Environmental Safety Coordinator	\$ 43.36	\$ 44.22	\$ 45.12	\$ 46.02	\$ 46.93	\$ 47.88	\$ 48.83
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	\$ 42.67	\$ 43.52	\$ 44.39	\$ 45.28	\$ 46.19	\$ 47.11	\$ 48.05
Trades Helper	Landscape Specialist; Sanitation Truck Driver; Inventory Specialist; Painter Helper; Electronic Equipment Repair Technician Helper	\$ 35.50	\$ 36.21	\$ 36.93	\$ 37.67	\$ 38.42	\$ 39.20	\$ 39.99
Grounds	Groundskeeper	\$ 31.17	\$ 31.80	\$ 32.44	\$ 33.07	\$ 33.73	\$ 34.41	\$ 35.10
	Groundskeeper Helper	\$ 30.17	\$ 30.77	\$ 31.37	\$ 32.00	\$ 32.64	\$ 33.30	\$ 33.97
Custodial Services	Custodial Crew Planner	\$ 33.90	\$ 34.59	\$ 35.28	\$ 35.98	\$ 36.70	\$ 37.44	\$ 38.18
	High School Building Operator; Custodial Support Team Lead	\$ 32.39	\$ 33.04	\$ 33.69	\$ 34.38	\$ 35.05	\$ 35.76	\$ 36.47
	High School Swing Lead; Assistant Custodial Support Team Lead	\$ 31.07	\$ 31.68	\$ 32.30	\$ 32.95	\$ 33.62	\$ 34.28	\$ 34.98
	Middle School Building Operator	\$ 31.32	\$ 31.94	\$ 32.57	\$ 33.24	\$ 33.89	\$ 34.57	\$ 35.26
	Middle School Swing Lead	\$ 29.84	\$ 30.45	\$ 31.07	\$ 31.68	\$ 32.30	\$ 32.95	\$ 33.61
	Elementary School Building Operator; Certified Pool Operator	\$ 30.01	\$ 30.62	\$ 31.22	\$ 31.86	\$ 32.50	\$ 33.14	\$ 33.81
	Custodial Assistant; Pool Assistant	\$ 27.91	\$ 28.47	\$ 29.05	\$ 29.62	\$ 30.22	\$ 30.82	\$ 31.43
Warehouse & Distribution	Stock Worker; Order Filler/Inventory; Receiving Clerk	\$ 34.22	\$ 34.90	\$ 35.59	\$ 36.32	\$ 37.03	\$ 37.76	\$ 38.51
	Delivery Worker/Heavy Duty	\$ 35.50	\$ 36.21	\$ 36.93	\$ 37.67	\$ 38.42	\$ 39.20	\$ 39.99
	Delivery Worker/Mail & Message	\$ 31.42	\$ 32.04	\$ 32.69	\$ 33.34	\$ 34.00	\$ 34.68	\$ 35.37
	Warehouse Utility Worker	\$ 31.87	\$ 32.50	\$ 33.15	\$ 33.82	\$ 34.49	\$ 35.19	\$ 35.89
	Warehouse Worker	\$ 30.24	\$ 30.84	\$ 31.47	\$ 32.10	\$ 32.73	\$ 33.38	\$ 34.04
Operations/Safety	District Resource Officer Team Leader	\$ 39.05	\$ 39.84	\$ 40.64	\$ 41.46	\$ 42.30	\$ 43.13	\$ 44.00
	District Resource Officer	\$ 34.28	\$ 34.97	\$ 35.68	\$ 36.38	\$ 37.11	\$ 37.86	\$ 38.62
Transportation	Mechanic	\$ 42.67	\$ 43.52	\$ 44.39	\$ 45.28	\$ 46.19	\$ 47.11	\$ 48.05
	Bus Service Worker	\$ 35.50	\$ 36.21	\$ 36.93	\$ 37.67	\$ 38.42	\$ 39.20	\$ 39.99
	Bus Driver	\$ 33.29	\$ 33.96	\$ 34.64	\$ 35.33	\$ 36.03	\$ 36.75	\$ 37.49
	Driver Trainer (13.5% above the Bus Driver Wage)	\$ 37.78	\$ 38.54	\$ 39.32	\$ 40.10	\$ 40.89	\$ 41.71	\$ 42.55
	Transportation/Bus Support	\$ 19.11	\$ 19.50	\$ 19.89	\$ 20.29	\$ 20.70	\$ 21.11	\$ 21.54
Nutrition Services	High School Kitchen Manager	\$ 31.14	\$ 31.75	\$ 32.39	\$ 33.04	\$ 33.69	\$ 34.38	\$ 35.06
	Middle School Kitchen Manager	\$ 29.83	\$ 30.44	\$ 31.05	\$ 31.67	\$ 32.29	\$ 32.94	\$ 33.60
	Elementary School Kitchen Manager	\$ 27.84	\$ 28.40	\$ 28.96	\$ 29.55	\$ 30.14	\$ 30.75	\$ 31.36
	Elementary School Cook; Middle School Cook	\$ 24.70	\$ 25.20	\$ 25.72	\$ 26.23	\$ 26.75	\$ 27.27	\$ 27.82
	High School Cook	\$ 26.01	\$ 26.53	\$ 27.07	\$ 27.60	\$ 28.14	\$ 28.71	\$ 29.28
	Cafeteria Assistant	\$ 23.11	\$ 23.58	\$ 24.05	\$ 24.54	\$ 25.02	\$ 25.53	\$ 26.03
	Delivery Worker	\$ 31.42	\$ 32.04	\$ 32.69	\$ 33.34	\$ 34.00	\$ 34.68	\$ 35.37
Substitutes	Substitute Retiree Custodial Assistant	\$ 27.91	\$ 28.47	\$ 29.05	\$ 29.62	\$ 30.22	\$ 30.82	\$ 31.43
	Substitute Custodial Assistant	\$ 23.34	\$ 23.81	\$ 24.30	\$ 24.78	\$ 25.26	\$ 25.78	\$ 26.30
	Substitute Retiree Bus Driver	\$ 30.62	\$ 31.23	\$ 31.87	\$ 32.51	\$ 33.15	\$ 33.83	\$ 34.50
	Substitute Bus Driver	\$ 26.05	\$ 26.57	\$ 27.11	\$ 27.66	\$ 28.21	\$ 28.78	\$ 29.36
	Substitute Cafeteria Assistant	\$ 18.85	\$ 19.23	\$ 19.61	\$ 20.00	\$ 20.41	\$ 20.81	\$ 21.23
	Substitute District Resource Officer	\$ 26.16	\$ 26.69	\$ 27.22	\$ 27.76	\$ 28.31	\$ 28.89	\$ 29.47
		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						

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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