GROUNDS - Laborers' Union NORTHSHORE SCHOOL DISTRICT NO. 417 2025-2026

Schedule 82

Effective September 01, 2025

Effective September 01, 2023	Step 01	
	Annually	Monthly
Grounds I (0 to 2 years)	79,631	6,635.92
Grounds II (3 to 8 years)	81,224	6,768.67
Grounds III (9 to 15 years)	82,848	6,904.00
Grounds IV (16 or more years)	84,505	7,042.08
Grounds I with Spray Certificate	81,001	6,750.08
Grounds II with Spray Certificate	82,594	6,882.83
Grounds III with Spray Certificate	84,218	7,018.17
Grounds IV with Spray Certificate	85,875	7,156.25
Heavy Equipment Operator I	83,613	6,967.75
Heavy Equipment Operator II	85,285	7,107.08
Heavy Equipment Operator III	86,990	7,249.17
Heavy Equipment Operator IV	88,730	7,394.17
Heavy Equipment Operator I with Spray Certificate	84,983	7,081.92
Heavy Equipment Operator II with Spray Certificate	86,655	7,221.25
Heavy Equipment Operator III with Spray Certificate	88,360	7,363.33
Heavy Equipment Operator IV with Spray Certificate	90,100	7,508.33
Grounds I - Foreman	97,730	8,144.17
Grounds II - Foreman	99,653	8,304.42
Grounds III - Foreman	101,614	8,467.83
Grounds IV - Foreman	103,615	8,634.58

¹⁾ Per Article 27.6, an annual stipend shall be given beyond the normal salary to a maximum of four employees holding a Playground Inspections Certification. This \$2,500.00 stipend will be paid annually on the July pay warrant

Approved by the Board of Directors on: August 25, 2025

²⁾ Per Article 27.7, Heavy Equipment Operators who are required by the District to maintain a CDL, will receive an annual stipend of \$150.00 beyond their normal salary.

³⁾ Substitute Grounds employees' rate of pay shall be determined by using the Grounds Salary Schedule at step Grounds I (0 to 2 years) (see Article 2.7)

⁴⁾ Temporary Grounds employees' rate of pay shall be determined by using the Grounds Salary Schedule at step Grounds I (0 to 2 years) {see Article 2.8}