

Service Employees International Union, Local 925

APPENDIX A

2025-2026

CLASSIFICATION	POSITION	Skyward	Step 1	Step 2	Step 3	Step 4
			yrs 1-4	yrs 5-9	yrs 10-11	yrs 12+
Maintenance	Maintenance Lead	60-01	\$44.53	\$46.76	\$47.69	\$48.03
Maintenance	Maintenance Technician	61-02	\$39.60	\$41.65	\$42.92	\$43.07
Maintenance	Electrician, Plumber, HVAC	63-02	\$41.85	\$44.20	\$46.39	\$46.39
Maintenance	General Maintenance	65-04	\$31.76	\$33.23	\$34.49	\$35.64
Maintenance	Maintenance - Warehouse/Courier	66-05	\$31.21	\$33.87	\$35.03	\$35.04
Grounds	Grounds Lead	67-06	\$36.57	\$38.61	\$39.95	\$40.65
Grounds	Groundskeeper	68-07	\$34.57	\$35.97	\$37.37	\$38.11
Grounds	Landscape Maintenance	69-08	\$28.55	\$29.72	\$30.86	\$31.24
Custodial	Head Custodian (Secondary)	70-09	\$32.25	\$33.87	\$35.98	\$36.13
Custodial	Head Custodian (Elementary)	71-10	\$30.68	\$32.21	\$34.33	\$34.69
Custodial	Secondary Night Custodian II	72-27	\$31.09	\$32.99	\$34.35	\$34.86
Custodial	Roving Custodian	73-10	\$29.87	\$31.59	\$32.92	\$33.34
Custodial	Custodian	73-11	\$28.16	\$29.69	\$30.99	\$31.32
	2nd shift	74-12	\$28.66	\$30.19	\$31.49	\$31.82
	3rd shift	75-16	\$28.91	\$30.44	\$31.74	\$32.07
Nutrition Services	Production Coordinator	11-10	\$29.42	\$32.56	\$33.82	\$34.87
Nutrition Services	Head Cook Base	80-14	\$28.07	\$30.04	\$31.90	\$32.05
Nutrition Services	Head Cook	82-15	\$27.34	\$29.19	\$30.86	\$31.01
Nutrition Services	Assistant Cook	84-16	\$24.32	\$25.85	\$27.19	\$27.34
Nutrition Services	Nutrition Assistant II	88-16	\$22.96	\$24.30	\$25.03	\$25.18
Nutrition Services	Nutrition Assistant	86-19	\$22.44	\$23.70	\$24.82	\$24.97
Nutrition Services	Courier - Storeroom Clerk	90-18	\$30.88	\$32.58	\$34.26	\$34.41
Technology	Computer Technician	76-20	\$40.09	\$42.20	\$45.32	\$46.59

Nutrition Services:

Nutrition Services employees will receive \$.25 differential for catering work performed outside the regular shift.
 Nutrition Services employees will receive an annual stipend of \$550.00 for holding a valid SNA/WSNA certification.
 Certification holders will be required to attend one WSNA Chapter meeting annually (if available), or professional development opportunity (conference or workshop) and meet all SNA guidelines for maintaining certification.
 Annual conference attendance is contingent upon the availability of enough professional development funds to cover at least half of the cost of attendance.

Custodial/Maintenance Night Differential:

First Shift (begin prior to 12 noon) - No shift differential.
 Second Shift (begin between noon and 6:00 PM) - \$0.50 per hour differential.
 Third Shift (begin between 6:00 PM and midnight) \$0.75 per hour differential.

Substitute Pay:

Substitutes with thirty (30) or more days of service in the current or preceding fiscal year will be paid at ninety percent (90%) of the wage for the position for which the substitute is assigned.

*Updated 08/04/2025