



**SEIU-Service Employees International Union, Local 925**  
**2025-2026 School Year Salary Schedule**

Job Title	Year 1	Year 2-4	Year 5-9	Year 10-14	Year 15-20	Year 21-24	Year 25+
	STEP 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Day Custodian	\$27.00	\$27.61	28.23	29.50	30.83	32.22	33.67
Night Custodian	\$27.97	\$28.60	29.24	30.56	31.94	33.38	34.88
Middle School Night Lead (includes shift dif)	\$28.33	\$28.97	29.62	30.95	32.34	33.80	35.32
High School Night Lead (includes shift dif)	\$28.70	\$29.35	30.01	31.36	32.77	34.25	35.79
Elementary Head Custodian	\$29.32	\$29.98	30.66	32.04	33.48	34.99	36.57
Middle School Head Custodian	\$29.78	\$30.45	31.14	32.54	34.00	35.53	37.13
High School Head Custodian	\$30.82	\$31.51	32.22	33.67	35.19	36.77	38.43
District Head Custodian	\$32.32	\$33.05	33.79	35.31	36.90	38.56	40.30
Substitute Custodian	\$27.97						
Maintenance Specialist 1	\$35.16	\$35.95	36.76	38.41	40.14	41.95	43.84
Maintenance Specialist 2	\$38.97	\$39.85	40.75	42.58	44.50	46.50	48.59
Maintenance Specialist 3	\$42.77	\$43.73	44.71	46.72	48.82	51.02	53.32
Maintenance Journeyman	\$42.77	\$43.73	44.71	46.72	48.82	51.02	53.32
Assistant Grounds Tech (w/o pesticide)	\$31.49	\$32.20	32.93	34.41	35.96	37.58	39.27
Assistant Grounds Tech/Pesticide Specialist	\$32.66	\$33.40	34.15	35.69	37.30	38.98	40.73
Lead Grounds Tech	\$35.16	\$35.95	36.76	38.41	40.14	41.95	43.84

6.1.1.1 Persons hired on or between September 1 and February 28 (29) of the fiscal year shall, for vacation calculation purposes, deemed to have completed one year of service and thus, will earn vacation based upon section 6.1.2 below.

2025/2026

- [Across the Board Increase] Effective September 1, 2025 4.25% percent across the board increase to step 1 and each step adjusted to maintain 2.25% between step 1 and step 2, and step 2 and step 3, and 4.5% between the remaining steps on the wage schedule.