

**RENTON SCHOOL DISTRICT NO.403**

**SERVICE EMPLOYEES INTERNATIONAL UNION {SEIU} SALARY SCHEDULE**

**Effective: September 1, 2025**

<b>Position</b>	<b>Step 1 0.00- 4.99 years</b>	<b>Step 2 5.00- 9.99 years</b>	<b>Step 3 10.00- 14.99 years</b>	<b>Step 4 15.00- 19.99 years</b>	<b>Step 5 20.00- 24.99 years</b>	<b>Step 6 25.00+ years</b>
Custodian I	\$29.97	\$30.27	\$30.57	\$30.87	\$31.17	\$31.47
Custodian II	\$30.57	\$30.88	\$31.18	\$31.49	\$31.79	\$32.10
Custodian III	\$32.82	\$33.15	\$33.48	\$33.80	\$34.13	\$34.46
Custodian IV	\$35.86	\$36.22	\$36.58	\$36.94	\$37.29	\$37.65
Grounds Worker	\$38.45	\$38.83	\$39.22	\$39.60	\$39.99	\$40.37
Equipment Operator	\$40.45	\$40.85	\$41.26	\$41.66	\$42.07	\$42.47
Grounds Lead	\$48.86	\$49.35	\$49.84	\$50.33	\$50.81	\$51.30

**Custodial Notes:**

1. Substitute Custodian I pay will be \$3 less than Custodian I pay.
2. Substitute Custodian II pay will be \$2 less than Custodian I pay.
3. Substitute Custodian II pay will be offered to all substitutes with five (5) years of K-12 school district experience.

**Boiler Operator Premium Pay:**

- Custodian II, III and IV: Premium pay of eighty-nine dollars (\$89.00) per month will be paid to employees who have assigned responsibility for a boiler system and hold a current boiler license.
- District employees who are required to maintain a boiler license will be responsible for renewing their license within the appropriate time period.
- Upon receiving the renewed license, the employee is to submit one (1) copy to the Human Resources Office and one (1) copy to the District Maintenance Department.

**Grounds Notes:**

1. Any Grounds Worker performing Equipment Operator work will be paid at the Equipment Operator rate.
2. Substitute Grounds Workers will be paid \$2 less than Grounds Worker pay.

**Notes:**

- For the 2025-2026 school year 3.5% was added to the Step 1 salary for all positions.
- For the 2026-2027 school year 3.0% or IPD, whichever is greater, will be added to the Step 1 salary for each position.
- For the 2027-2028 school year 2.5% or IPD, whichever is greater, will be added to the Step 1 salary for each position.

**Board Approved: 11.12.2025**