

APPENDIX B
WAGE SCHEDULE

Custodian

A	1
2025-2026	\$16.50
2026-2027	\$16.66
2027-2028 (CPI)	

B	1	2	3	4	5	6
2025-2026	\$18.50	\$19.06	\$19.63	\$20.22	\$20.82	\$21.45
2026-2027	\$18.68	\$19.24	\$19.82	\$20.41	\$21.02	\$21.65
2027-2028 (CPI)						

C	1	2	3	4	5	6
2025-2026	\$19.50	\$20.09	\$20.69	\$21.31	\$21.95	\$22.61
2026-2027	\$19.69	\$20.28	\$20.89	\$21.51	\$22.16	\$22.82
2027-2028 (CPI)						

D	1	2	3	4	5	6
2025-2026	\$24.78	\$25.77	\$26.80	\$27.87	\$28.99	\$30.15
2026-2027	\$24.78	\$25.77	\$26.80	\$27.87	\$28.99	\$30.15
2027-2028	\$24.78	\$25.77	\$26.80	\$27.87	\$28.99	\$30.15

E	1	2	3	4	5	6
2025-2026	\$26.00	\$27.04	\$28.12	\$29.25	\$30.42	\$31.63
2026-2027	\$26.00	\$27.04	\$28.12	\$29.25	\$30.42	\$31.63
2027-2028	\$26.00	\$27.04	\$28.12	\$29.25	\$30.42	\$31.63

F	1	2	3	4	5	6
2025-2026	\$28.49	\$29.63	\$30.81	\$32.05	\$33.33	\$34.66
2026-2027	\$28.49	\$29.63	\$30.81	\$32.05	\$33.33	\$34.66
2027-2028	\$28.49	\$29.63	\$30.81	\$32.05	\$33.33	\$34.66

APPENDIX B
WAGE SCHEDULE

Distribution Center

A	1	2	3	4	5	6
2025-2026	\$18.50	\$19.06	\$19.63	\$20.22	\$20.82	\$21.45
2026-2027	\$18.68	\$19.24	\$19.82	\$20.41	\$21.02	\$21.65
2027-2028 (CPI)						

B	1	2	3	4	5	6
2025-2026	\$24.78	\$25.77	\$26.80	\$27.87	\$28.99	\$30.15
2026-2027	\$24.78	\$25.77	\$26.80	\$27.87	\$28.99	\$30.15
2027-2028 (CPI)	\$24.78	\$25.77	\$26.80	\$27.87	\$28.99	\$30.15

C	1	2	3	4	5	6
2025-2026	\$25.11	\$26.11	\$27.16	\$28.25	\$29.38	\$30.55
2026-2027	\$25.11	\$26.11	\$27.16	\$28.25	\$29.38	\$30.55
2027-2028 (CPI)	\$25.11	\$26.11	\$27.16	\$28.25	\$29.38	\$30.55

D	1	2	3	4	5	6
2025-2026	\$29.95	\$31.15	\$32.39	\$33.69	\$35.04	\$36.44
2026-2027	\$29.95	\$31.15	\$32.39	\$33.69	\$35.04	\$36.44
2027-2028 (CPI)	\$29.95	\$31.15	\$32.39	\$33.69	\$35.04	\$36.44

APPENDIX B
WAGE SCHEDULE

Grounds

A	1
2025-2026	\$16.50
2026-2027	\$16.66
2027-2028 (CPI)	

B	1	2	3	4	5	6
2025-2026	\$18.50	\$19.06	\$19.63	\$20.22	\$20.82	\$21.45
2026-2027	\$18.68	\$19.24	\$19.82	\$20.41	\$21.02	\$21.65
2027-2028 (CPI)						

C	1	2	3	4	5	6
2025-2026	\$24.44	\$25.42	\$26.43	\$27.49	\$28.59	\$29.73
2026-2027	\$24.44	\$25.42	\$26.43	\$27.49	\$28.59	\$29.73
2027-2028 (CPI)	\$24.44	\$25.42	\$26.43	\$27.49	\$28.59	\$29.73

D	1	2	3	4	5	6
2025-2026	\$25.11	\$26.11	\$27.16	\$28.25	\$29.38	\$30.55
2026-2027	\$25.11	\$26.11	\$27.16	\$28.25	\$29.38	\$30.55
2027-2028	\$25.11	\$26.11	\$27.16	\$28.25	\$29.38	\$30.55

E	1	2	3	4	5	6
2025-2026	\$25.87	\$26.90	\$27.98	\$29.10	\$30.26	\$31.47
2026-2027	\$25.87	\$26.90	\$27.98	\$29.10	\$30.26	\$31.47
2027-2028	\$25.87	\$26.90	\$27.98	\$29.10	\$30.26	\$31.47

F	1	2	3	4	5	6
2025-2026	\$29.95	\$31.15	\$32.39	\$33.69	\$35.04	\$36.44
2026-2027	\$29.95	\$31.15	\$32.39	\$33.69	\$35.04	\$36.44
2027-2028	\$29.95	\$31.15	\$32.39	\$33.69	\$35.04	\$36.44

APPENDIX B
WAGE SCHEDULE

Maintenance

A	1	2	3	4	5	6
2025-2026	\$18.50	\$19.06	\$19.63	\$20.22	\$20.82	\$21.45
2026-2027	\$18.68	\$19.24	\$19.82	\$20.41	\$21.02	\$21.65
2027-2028 (CPI)						

B	1	2	3	4	5	6
2025-2026	\$25.11	\$26.11	\$27.16	\$28.25	\$29.38	\$30.55
2026-2027	\$25.11	\$26.11	\$27.16	\$28.25	\$29.38	\$30.55
2027-2028 (CPI)	\$25.11	\$26.11	\$27.16	\$28.25	\$29.38	\$30.55

C	1	2	3	4	5	6
2025-2026	\$25.32	\$26.33	\$27.39	\$28.48	\$29.62	\$30.81
2026-2027	\$25.32	\$26.33	\$27.39	\$28.48	\$29.62	\$30.81
2027-2028 (CPI)	\$25.32	\$26.33	\$27.39	\$28.48	\$29.62	\$30.81

D	1	2	3	4	5	6
2025-2026	\$28.46	\$29.60	\$30.78	\$32.01	\$33.29	\$34.63
2026-2027	\$28.46	\$29.60	\$30.78	\$32.01	\$33.29	\$34.63
2027-2028	\$28.46	\$29.60	\$30.78	\$32.01	\$33.29	\$34.63

E	1	2	3	4	5	6
2025-2026	\$28.49	\$29.63	\$30.81	\$32.05	\$33.33	\$34.66
2026-2027	\$28.49	\$29.63	\$30.81	\$32.05	\$33.33	\$34.66
2027-2028	\$28.49	\$29.63	\$30.81	\$32.05	\$33.33	\$34.66

F	1	2	3	4	5	6
2025-2026	\$29.95	\$31.15	\$32.39	\$33.69	\$35.04	\$36.44
2026-2027	\$29.95	\$31.15	\$32.39	\$33.69	\$35.04	\$36.44
2027-2028	\$29.95	\$31.15	\$32.39	\$33.69	\$35.04	\$36.44

G	1	2	3	4	5	6
2025-2026	\$40.00	\$49.92	\$51.92	\$53.99	\$56.15	\$58.40
2026-2027	\$40.00	\$49.92	\$51.92	\$53.99	\$56.15	\$58.40
2027-2028	\$40.00	\$49.92	\$51.92	\$53.99	\$56.15	\$58.40