

APPENDIX A

RENTON SCHOOL DISTRICT NO.403

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) SALARY SCHEDULE

Effective: September 1, 2026

Position	Step 1 0-4 years	Step 2 5-9 years	Step 3 10-14 years	Step 4 15-19 years	Step 5 20-24 years	Step 6 25+ years
Custodian I	\$30.87	\$31.18	\$31.49	\$31.80	\$32.10	\$32.41
Custodian II	\$31.49	\$31.80	\$32.12	\$32.43	\$32.75	\$33.06
Custodian III	\$33.80	\$34.14	\$34.48	\$34.81	\$35.15	\$35.49
Custodian IV	\$36.94	\$37.31	\$37.68	\$38.05	\$38.42	\$38.79
Grounds Worker	\$39.60	\$40.00	\$40.39	\$40.79	\$41.18	\$41.58
Equipment Operator	\$41.66	\$42.08	\$42.49	\$42.91	\$43.33	\$43.74
Grounds Lead	\$50.33	\$50.83	\$51.34	\$51.84	\$52.34	\$52.85

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:

- Starting in 2025-2026 longevity replaced by steps. Step amounts are a factor of Step 1.
- For the 2026-2027 school year 3.0% was 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.