Maintenance and Operations Bargaining Unit (M&O)

2025 - 2026 School Year (3% Effective July 1, 2025)

Classification	Range	Step 1 Hourly	Step 2 Hourly	Step Hourly	Step 4 Hourly	Step 5 Hourly
	4.0	26.53	27.83	29.17	30.62	32.11
Food Service Worker I	**4.5**	27.14	28.51	29.88	31.34	32.88
	5.0	27.83	29.17	30.62	32.11	33.70
	5.5	28.51	29.88	31.34	32.88	34.52
	6.0	29.17	30.62	32.11	33.70	35.36
Food Service Worker II	**6.5**	29.88	31.34	32.88	34.52	36.19
	7.0	30.62	32.11	33.70	35.36	37.13
Food Service Lead Small Schools	**7.5**	31.34	32.88	34.52	36.19	37.98
Van Driver	**8.0**	32.11	33.70	35.36	37.13	38.93
Food Service Lead Food Service Production Lead	**8.5**	32.88	34.52	36.19	37.98	39.88
	9.0	33.70	35.36	37.13	38.93	40.85
	9.5	34.52	36.19	37.98	39.88	41.83
	10.0	35.36	37.13	38.93	40.85	42.87
Grounds Worker I Custodian Grounds/Graffiti Cleanup Worker/Custodian Warehouse Delivery Worker I	**10.5**	36.19	37.98	39.88	41.83	43.89
School Bus Driver	**11.0**	37.13	38.93	40.85	42.87	45.00
School Maintenance & Operations Worker	**11.5**	37.98	39.88	41.83	43.89	46.06
Transportation Dispatcher	**12.0**	38.93	40.85	42.87	45.00	47.23
Warehouse Delivery Worker II Grounds Worker II Custodian Lead	**12.5**	39.88	41.83	43.89	46.06	48.33
	13.0	40.85	42.87	45.00	47.23	49.55
	13.5	41.83	43.89	46.06	48.33	50.73
	14.0	42.87	45.00	47.23	49.55	52.00
Culinary Specialist	**14.5**	43.89	46.06	48.33	50.73	53.25
	15.0	45.00	47.23	49.55	52.00	54.62
	15.5	46.06	48.33	50.73	53.25	55.87
Service Mechanic	**16.0**	47.23	49.55	52.00	54.62	57.30
Project Engineer	**16.5**	48.33	50.73	53.25	55.87	58.63
Maintenance Carpenter Maintenance Electrician Maintenance Painter Maintenance Plumber Vehicle Mechanic Tech Maint/Info Service Specialist I	**17.0**	49.55	52.00	54.62	57.30	60.15
	17.5	50.73	53.25	55.87	58.63	61.56
	18.0	52.00	54.62	57.30	60.15	63.13
Grounds Worker Lead Maintenance Carpenter Lead Maintenance Electrician Lead Maintenance Painter Lead Maintenance Plumber Lead	**18.5**	53.25	55.87	58.63	61.56	64.61

Classification	Range	Step 1 Hourly	Step 2 Hourly	Step Hourly	Step 4 Hourly	Step 5 Hourly
Vehicle Mechanic Lead Tech Maint/Info Service Specialist II	**19.0**	54.62	57.30	60.15	63.13	66.26
	19.5	55.87	58.63	61.56	64.61	67.83
Network Specialist	**20.0**	57.30	60.15	63.13	66.26	69.55
	20.5	58.63	61.56	64.61	67.83	71.16
Tech Maint/Info Service Specialist III	**21.0**	60.15	63.13	66.26	69.55	73.00
	21.5	61.56	64.61	67.83	71.16	74.71
Network Specialist I	**22.0**	63.13	66.26	69.55	73.00	76.63
	22.5	64.61	67.83	71.16	74.71	78.42
	23.0	66.26	69.55	73.00	76.63	80.44
	23.5	67.83	71.16	74.71	78.42	82.33
Network Specialist II	**24.0**	69.55	73.00	76.63	80.44	84.42
	24.5	71.16	74.71	78.42	82.33	86.42
	25.0	73.00	76.63	80.44	84.42	88.61
	25.5	74.71	78.42	82.33	86.42	90.72
	26.0	76.63	80.44	84.42	88.61	93.01

In addition, there is one time payment of $1,000 for the 2025-26 school year prorated per FTE.