

BELLINGHAM PUBLIC SCHOOLS
SERVICE EMPLOYEES' INTERNATIONAL UNION LOCAL 925
SALARY SCHEDULE
2026-27
Custodial Positions

Step	Year	Custodian	Graveyard Custodian	Assistant Head Custodian Middle School	Assistant Head Custodian High School	Head Custodian Elementary	Head Custodian Middle School/ District Office	Head Custodian High School
1	1	29.67	30.14	30.14	30.82	31.94	33.23	34.02
2	2	30.51	31.05	31.05	31.74	32.92	34.25	35.03
3	3	30.79	31.29	31.29	31.92	33.20	34.47	35.33
4	4	30.97	31.51	31.51	32.21	33.47	34.73	35.57
5	5	31.22	31.77	31.77	32.45	33.68	35.00	35.84
6	6	31.54	32.02	32.02	32.78	34.02	35.37	36.22
7	7	31.84	32.39	32.39	33.10	34.39	35.69	36.57
8	8	32.18	32.71	32.71	33.45	34.72	36.06	36.94
9	10	32.48	33.04	33.04	33.75	35.06	36.42	37.32
10	12	33.13	33.71	33.71	34.43	35.76	37.16	38.06
11	15	33.96	34.56	34.56	35.30	36.67	38.09	39.01
12	20	34.81	35.43	35.43	36.19	37.59	39.05	39.99
13	25	35.68	36.32	36.32	37.11	38.53	40.03	41.00

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Grounds and Maintenance Positions

Step	Year	Maintenance Laborer Seasonal	Grounds & Maintenance Utility Annual	Maintenance Specialist Grounds	Lead Grounds	Classification by Trade: Carpenter, Painter, Electrician, Plumber, Equipment Repair	Building Automation Tech/HVAC
1	1	29.46	33.59	35.82	38.48	43.91	47.40
2	2	30.34	34.62	36.89	39.65	45.27	48.55
3	3	30.60	34.88	37.15	39.95	45.58	49.77
4	4	30.83	35.18	37.43	40.23	45.97	50.29
5	5	31.06	35.42	37.78	40.57	46.29	50.79
6	6	31.35	35.81	38.11	40.94	46.73	51.30
7	7	31.64	36.16	38.50	41.38	47.23	51.82
8	8	31.99	36.52	38.89	41.78	47.73	52.31
9	10	32.30	36.88	39.28	42.21	48.20	52.83
10	12	32.95	37.62	40.06	43.06	49.16	53.89
11	15	33.78	38.56	41.07	44.14	50.40	55.25
12	20	34.63	39.53	42.10	45.25	51.67	56.63
13	25	35.50	40.52	43.16	46.39	52.97	58.06

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Food Services Positions

Step	Year	Food Services Assistant I	Food Services Assistant II	Central Kitchen Production Assistant	Food Services Lead	Central Kitchen Cook/Rover	Central Kitchen Lead	Central Kitchen/Warehouse Manager
1	1	23.47	24.05	24.53	27.95	29.09	34.90	40.13
2	2	23.72	24.28	24.77	28.22	29.39	35.25	40.53
3	3	23.93	24.53	25.02	28.50	29.70	35.60	40.95
4	4	24.17	24.77	25.27	28.79	29.99	35.97	41.35
5	5	24.44	25.02	25.53	29.08	30.29	36.33	41.79
6	6	24.67	25.27	25.78	29.37	30.59	36.68	42.18
7	7	24.91	25.53	26.04	29.66	30.89	37.06	42.63
8	8	25.18	25.78	26.29	29.98	31.20	37.42	43.03
9	9	25.43	26.04	26.56	30.27	31.51	37.80	43.47
10	12	25.95	26.56	27.10	30.88	32.15	38.56	44.35
11	15	26.60	27.24	27.78	31.66	32.96	39.53	45.45
12	20	27.27	27.92	28.48	32.46	33.79	40.52	46.59
13	25	27.95	28.62	29.20	33.28	34.65	41.54	47.77

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Technology Positions

Step	Year	Help Desk	Technician I	Technology Support Specialist	Technician II	Student Information Systems Technician	System Analyst	Network Administrator
1	1	36.59	41.41	45.76	47.17	47.36	54.54	62.22
2	2	37.50	42.46	46.88	48.31	48.57	55.90	63.76
3	3	38.45	43.50	48.06	49.54	49.76	57.31	65.36
4	4	38.83	43.95	48.56	50.04	50.26	57.86	66.00
5	5	39.21	44.38	49.03	50.55	50.78	58.44	66.67
6	6	39.59	44.82	49.52	51.06	51.29	59.05	67.32
7	7	39.99	45.28	50.03	51.57	51.79	59.63	68.02
8	8	40.41	45.73	50.52	52.06	52.30	60.21	68.70
9	10	40.77	46.18	51.02	52.58	52.82	60.82	69.37
10	12	41.59	47.11	52.05	53.64	53.88	62.05	70.76
11	15	42.63	48.29	53.36	54.99	55.23	63.61	72.54
12	20	43.70	49.51	54.70	56.37	56.61	65.21	74.36
13	25	44.80	50.75	56.07	57.78	58.03	66.84	76.22

Network Assistant (temporary summer/project help) 70% of Tech 1 Step 1 hourly rate.
SEIU substitutes are paid Step 1 of the SEIU salary schedule (if current employee, current wage scale rate will be used).