

**BELLINGHAM PUBLIC SCHOOLS
BELLINGHAM, WA**

**TEAMSTERS
SEPTEMBER 1, 2026 – AUGUST 31, 2027**

APPENDIX B – WAGE SCHEDULE

STEP	YEAR	Bus Driver Non-Annual	Utility Driver Annual	Utility Driver Non-Annual	Warehouse / Delivery Annual	Warehouse / Delivery Non-Annual	Lead Warehouse / Delivery	Dispatcher Annual	Driver Trainer Annual	Dispatcher Non-Annual	Driver Trainer Non-Annual	Mechanic	Shop Foreman	Service Specialist
1	1	35.35	33.98	35.73	33.50	35.24	38.72	38.72	38.72	40.77	40.77	43.39	45.63	38.08
2	2	35.79	34.40	36.17	33.91	35.66	39.14	39.14	39.14	41.19	41.19	43.83	46.08	38.51
3	3	36.21	34.83	36.64	34.33	36.13	39.55	39.55	39.55	41.51	41.51	44.26	46.47	38.91
4	4	36.68	35.29	37.12	34.80	36.25	40.00	40.00	40.00	42.08	42.08	44.64	46.88	39.32
5	5	37.74	35.69	38.06	35.19	37.54	40.40	40.40	40.40	43.16	43.16	45.08	47.29	39.75
6	6	38.18	36.13	38.57	35.63	38.03	40.89	40.89	40.89	43.65	43.65	45.63	47.88	40.15
7	7	38.65	36.60	39.08	36.08	38.51	41.38	41.38	41.38	44.20	44.20	46.16	48.45	
8	8 - 10	39.49	37.02	39.88	36.48	39.33	41.88	41.88	41.88	45.17	45.17	46.74	49.04	
9	11 - 15	40.31	37.47	40.77	36.92	40.21	42.37	42.37	42.37	46.15	46.15	47.29	49.60	
10	16 - 20	41.34	38.19	41.79	37.66	41.20	43.22	43.22	43.22	47.28	47.28	48.24	50.63	
11	21 - 24	42.17	38.96	42.61	38.40	42.02	44.07	44.07	44.07	48.23	48.23	49.20	51.63	
12	25+	43.01	39.75	43.46	39.16	42.85	44.97	44.97	44.97	49.19	49.19	50.20	52.66	

Teamster Substitutes: First 60 days worked - hourly rate of \$31.82 (90% of Step 1)

Teamster Substitutes: Over 60 days worked - hourly rate of \$35.35