

GROUNDNS - Laborers' Union
NORTHSHORE SCHOOL DISTRICT NO. 417
2026-2027

Schedule 82

Effective September 01, 2026

Step 01		
Annually		Monthly
Grounds I (0 to 2 years)	81,701	6,808.42
Grounds II (3 to 8 years)	83,335	6,944.58
Grounds III (9 to 15 years)	85,002	7,083.50
Grounds IV (16 or more years)	86,702	7,225.17
Grounds I with Spray Certificate	83,071	6,922.58
Grounds II with Spray Certificate	84,705	7,058.75
Grounds III with Spray Certificate	86,372	7,197.67
Grounds IV with Spray Certificate	88,072	7,339.33
Heavy Equipment Operator I	85,786	7,148.83
Heavy Equipment Operator II	87,502	7,291.83
Heavy Equipment Operator III	89,252	7,437.67
Heavy Equipment Operator IV	91,037	7,586.42
Heavy Equipment Operator I with Spray Certificate	87,156	7,263.00
Heavy Equipment Operator II with Spray Certificate	88,872	7,406.00
Heavy Equipment Operator III with Spray Certificate	90,622	7,551.83
Heavy Equipment Operator IV with Spray Certificate	92,407	7,700.58
Grounds I - Foreman	100,229	8,352.42
Grounds II - Foreman	102,203	8,516.92
Grounds III - Foreman	104,215	8,684.58
Grounds IV - Foreman	106,268	8,855.67

- 1) Per Article 27.6, an annual stipend shall be given beyond the normal salary to employees holding a Playground Inspections Certification. This \$1,000.00 stipend will be paid annually on the July pay warrant
- 2) Per Article 27.7, Heavy Equipment Operators who are required by the District to maintain a CDL, will receive an annual stipend of \$150.00 beyond their normal salary.
- 3) Substitute Grounds employees' rate of pay shall be determined by using the Grounds Salary Schedule at step Grounds I (0 to 2 years) (see Article 2.7)
- 4) Temporary Grounds employees' rate of pay shall be determined by using the Grounds Salary Schedule at step Grounds I (0 to 2 years) (see Article 2.8)

Approved by the Board of Directors on: July 13, 2026