Collective Bargaining Agreement - Attachment A
SEIU Custodians, Grounds, Warehouse
Shoreline School District

2026-2027 Wage Rate Schedule

District Experience in Regular Position SEIU		YEARS OF EXPERIENCE			
		0 - 4	5 - 9	10 - 19	20+
Custodians	A-General Custodian	$32.24	$32.68	$32.98	$33.35
	B-Head Night Elem/Conf Ctr	$34.19	$34.61	$34.92	$35.32
	C-Head Night MS/Head Night Admin Ctr	$34.42	$34.87	$35.14	$35.51
	D-Head Day Elem/Day Asst High School	$36.16	$36.61	$36.92	$37.27
	E-Head Day MS/Head Day Admin Ctr/Head Night HS	$37.92	$38.34	$38.62	$39.00
	F-Head Day HS	$40.02	$40.46	$40.75	$41.11
Grounds	Grounds I	$39.05	$39.50	$39.80	$40.17
	Grounds II	$41.21	$41.66	$41.97	$42.31
	Grounds Foreman (10% above Grounds II)	$45.33	$45.82	$46.16	$46.55
Warehouse	Warehouse Lead	$44.78	$45.18	$45.47	$45.82
	Warehouse I	$36.87	$37.29	$37.56	$37.94
	Warehouse II**	$38.94	$39.35	$39.65	$39.99
Subs	Custodian Step 1	$26.43	N/A	N/A	N/A
	Custodian Step 2	$28.54	N/A	N/A	N/A
	Grounds Step 1***	$21.31	N/A	N/A	N/A
	Grounds Step 2***	$23.12	N/A	N/A	N/A
	Skilled Summer Maintenance***	$30.94	N/A	N/A	N/A

**Includes Transition, Courier, and Warehouse Maintenance Helper. 10% of Transition Lead for up to 3 months per year.

***The above scheduled positions are of a temporary duration and shall normally not exceed 120 days of employment.

For the Union:		For the District:
		Randi Seaberg
Name: Roslyn Erlewine		Name: Randi Seaberg
Organizer, SEIU 925		Director Classified Staffing Human Resources
Date: 10/14/26		Date: October 9, 2026