

BELLINGHAM PUBLIC SCHOOLS
SERVICE EMPLOYEES' INTERNATIONAL UNION LOCAL 925
SALARY SCHEDULE
2020-21

Custodial Positions

| Step | Assistant Head Custodian High School | Assistant Head Custodian Middle School | Custodian Graveyard | Head Custodian Elementary | Head Custodian High School | Head Custodian Middle School/Central Services | Custodian |
|-------------|---|---|----------------------------|----------------------------------|-----------------------------------|--|------------------|
| 1 | 23.15 | 22.60 | 22.60 | 24.01 | 25.57 | 24.97 | 22.30 |
| 2 | 23.84 | 23.28 | 23.25 | 24.74 | 26.33 | 25.74 | 22.94 |
| 3 | 23.99 | 23.46 | 23.45 | 24.94 | 26.55 | 25.91 | 23.14 |
| 4 | 24.20 | 23.62 | 23.60 | 25.15 | 26.72 | 26.10 | 23.29 |
| 5 | 24.38 | 23.82 | 23.78 | 25.30 | 26.94 | 26.30 | 23.47 |
| 6 | 24.63 | 24.02 | 24.01 | 25.57 | 27.21 | 26.58 | 23.70 |
| 7 | 24.88 | 24.29 | 24.23 | 25.84 | 27.48 | 26.82 | 23.93 |
| 8 | 25.13 | 24.53 | 24.49 | 26.09 | 27.76 | 27.10 | 24.19 |
| 9 | 25.13 | 24.53 | 24.49 | 26.09 | 27.76 | 27.10 | 24.19 |
| 10 | 25.37 | 24.78 | 24.74 | 26.34 | 28.04 | 27.38 | 24.41 |
| 11 | 25.37 | 24.78 | 24.74 | 26.34 | 28.04 | 27.38 | 24.41 |
| 12 | 25.37 | 24.78 | 24.74 | 26.34 | 28.04 | 27.38 | 24.41 |
| 13 | 25.37 | 24.78 | 24.74 | 26.34 | 28.04 | 27.38 | 24.41 |
| 14 | 25.37 | 24.78 | 24.74 | 26.34 | 28.04 | 27.38 | 24.41 |
| 15 | 25.63 | 25.04 | 24.99 | 26.61 | 28.32 | 27.65 | 24.67 |
| 16 | 25.63 | 25.04 | 24.99 | 26.61 | 28.32 | 27.65 | 24.67 |
| 17 | 25.63 | 25.04 | 24.99 | 26.61 | 28.32 | 27.65 | 24.67 |
| 18 | 25.63 | 25.04 | 24.99 | 26.61 | 28.32 | 27.65 | 24.67 |
| 19 | 25.63 | 25.04 | 24.99 | 26.61 | 28.32 | 27.65 | 24.67 |
| 20 | 26.14 | 25.53 | 25.49 | 27.13 | 28.89 | 28.21 | 25.16 |
| 21 | 26.14 | 25.53 | 25.49 | 27.13 | 28.89 | 28.21 | 25.16 |
| 22 | 26.14 | 25.53 | 25.49 | 27.13 | 28.89 | 28.21 | 25.16 |
| 23 | 26.14 | 25.53 | 25.49 | 27.13 | 28.89 | 28.21 | 25.16 |
| 24 | 26.14 | 25.53 | 25.49 | 27.13 | 28.89 | 28.21 | 25.16 |
| 25 | 26.67 | 26.04 | 26.00 | 27.67 | 29.47 | 28.77 | 25.67 |

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Grounds and Maintenance Positions

| Step | Lead Grounds | Grounds and Maintenance Utility Annual | Classification by Trade: Carpenter, Painter, Electrician, Plumber, Equipment Repair | Maintenance Laborer Seasonal | Maintenance Specialist Grounds | Building Automation Tech/HVAC |
|-------------|---------------------|---|--|-------------------------------------|---------------------------------------|--------------------------------------|
| 1 | 29.05 | 25.37 | 33.16 | 22.25 | 27.05 | 35.79 |
| 2 | 29.94 | 26.14 | 34.18 | 22.91 | 27.86 | 36.66 |
| 3 | 30.16 | 26.34 | 34.42 | 23.10 | 28.05 | 37.59 |
| 4 | 30.39 | 26.56 | 34.71 | 23.27 | 28.26 | 37.97 |
| 5 | 30.63 | 26.75 | 34.96 | 23.45 | 28.52 | 38.35 |
| 6 | 30.93 | 27.04 | 35.29 | 23.67 | 28.78 | 38.74 |
| 7 | 31.25 | 27.31 | 35.67 | 23.90 | 29.07 | 39.13 |
| 8 | 31.54 | 27.58 | 36.04 | 24.15 | 29.36 | 39.51 |
| 9 | 31.54 | 27.58 | 36.04 | 24.15 | 29.36 | 39.51 |
| 10 | 31.87 | 27.85 | 36.40 | 24.39 | 29.66 | 39.90 |
| 11 | 31.87 | 27.85 | 36.40 | 24.39 | 29.66 | 39.90 |
| 12 | 31.87 | 27.85 | 36.40 | 24.39 | 29.66 | 39.90 |
| 13 | 31.87 | 27.85 | 36.40 | 24.39 | 29.66 | 39.90 |
| 14 | 31.87 | 27.85 | 36.40 | 24.39 | 29.66 | 39.90 |
| 15 | 32.19 | 28.14 | 36.77 | 24.64 | 29.95 | 40.30 |
| 16 | 32.19 | 28.14 | 36.77 | 24.64 | 29.95 | 40.30 |
| 17 | 32.19 | 28.14 | 36.77 | 24.64 | 29.95 | 40.30 |
| 18 | 32.19 | 28.14 | 36.77 | 24.64 | 29.95 | 40.30 |
| 19 | 32.19 | 28.14 | 36.77 | 24.64 | 29.95 | 40.30 |
| 20 | 32.83 | 28.70 | 37.51 | 25.14 | 30.55 | 41.11 |
| 21 | 32.83 | 28.70 | 37.51 | 25.14 | 30.55 | 41.11 |
| 22 | 32.83 | 28.70 | 37.51 | 25.14 | 30.55 | 41.11 |
| 23 | 32.83 | 28.70 | 37.51 | 25.14 | 30.55 | 41.11 |
| 24 | 32.83 | 28.70 | 37.51 | 25.14 | 30.55 | 41.11 |
| 25 | 33.49 | 29.27 | 38.25 | 25.65 | 31.16 | 41.94 |

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Food Service Positions

| Step | Food Service Assistant I | Food Service Assistant II | Central Kitchen Production Assistant | Central Kitchen Cook | Central Kitchen Lead | Cooking Cluster Manager | Elementary/Options Lead | Secondary Lead |
|-------------------|---------------------------------|----------------------------------|---|-----------------------------|-----------------------------|--------------------------------|--------------------------------|-----------------------|
| Step 1 (Year 1) | 16.91 | 17.33 | 17.68 | 20.97 | 25.16 | 21.68 | 18.59 | 20.14 |
| Step 2 (Year 2) | 17.09 | 17.50 | 17.86 | 21.18 | 25.40 | 21.90 | 18.78 | 20.34 |
| Step 3 (Year 3) | 17.25 | 17.68 | 18.03 | 21.40 | 25.67 | 22.11 | 18.97 | 20.54 |
| Step 4 (Year 4) | 17.42 | 17.86 | 18.22 | 21.61 | 25.92 | 22.34 | 19.15 | 20.75 |
| Step 5 (Year 5) | 17.61 | 18.03 | 18.40 | 21.83 | 26.19 | 22.56 | 19.36 | 20.96 |
| Step 6 (Year 6) | 17.78 | 18.22 | 18.58 | 22.05 | 26.44 | 22.79 | 19.55 | 21.16 |
| Step 7 (Year 7) | 17.95 | 18.40 | 18.77 | 22.26 | 26.71 | 23.01 | 19.75 | 21.38 |
| Step 8 (Year 8) | 18.14 | 18.58 | 18.95 | 22.49 | 26.97 | 23.25 | 19.94 | 21.60 |
| Step 9 (Year 9) | 18.32 | 18.77 | 19.14 | 22.71 | 27.25 | 23.47 | 20.14 | 21.82 |
| Step 10 (Year 15) | 18.68 | 19.14 | 19.53 | 23.17 | 27.79 | 23.94 | 20.54 | 22.24 |
| Step 11 (Year 20) | 19.05 | 19.53 | 19.92 | 23.63 | 28.35 | 24.42 | 20.96 | 22.69 |
| Step 12 (Year 25) | 19.43 | 19.92 | 20.32 | 24.11 | 28.92 | 24.91 | 21.38 | 23.15 |

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Technology Positions

| Step | Help Desk | Network Administrator | System Analyst | Student Information Systems Technician | Technician I | Technician II | Technician Lead | Technology Support Specialist |
|------|-----------|-----------------------|----------------|--|--------------|---------------|-----------------|-------------------------------|
| 1 | 27.76 | 47.21 | 41.38 | 35.94 | 31.42 | 35.79 | 40.48 | 34.72 |
| 2 | 28.45 | 48.38 | 42.41 | 36.85 | 32.21 | 36.66 | 40.48 | 35.57 |
| 3 | 29.17 | 49.59 | 43.48 | 37.76 | 33.01 | 37.59 | 40.48 | 36.47 |
| 4 | 29.46 | 50.09 | 43.91 | 38.14 | 33.35 | 37.97 | 40.48 | 36.84 |
| 5 | 29.75 | 50.59 | 44.34 | 38.52 | 33.67 | 38.35 | 40.48 | 37.20 |
| 6 | 30.05 | 51.08 | 44.81 | 38.91 | 34.01 | 38.74 | 40.48 | 37.58 |
| 7 | 30.34 | 51.61 | 45.25 | 39.30 | 34.35 | 39.13 | 40.48 | 37.96 |
| 8 | 30.66 | 52.12 | 45.69 | 39.69 | 34.70 | 39.51 | 40.48 | 38.34 |
| 9 | 30.66 | 52.12 | 45.69 | 39.69 | 34.70 | 39.51 | 40.48 | 38.34 |
| 10 | 30.95 | 52.64 | 46.16 | 40.09 | 35.04 | 39.90 | 40.48 | 38.71 |
| 11 | 30.95 | 52.64 | 46.16 | 40.09 | 35.04 | 39.90 | 40.48 | 38.71 |
| 12 | 30.95 | 52.64 | 46.16 | 40.09 | 35.04 | 39.90 | 40.48 | 38.71 |
| 13 | 30.95 | 52.64 | 46.16 | 40.09 | 35.04 | 39.90 | 40.48 | 38.71 |
| 14 | 30.95 | 52.64 | 46.16 | 40.09 | 35.04 | 39.90 | 40.48 | 38.71 |
| 15 | 31.26 | 53.17 | 46.61 | 40.49 | 35.40 | 40.30 | 40.48 | 39.10 |
| 16 | 31.26 | 53.17 | 46.61 | 40.49 | 35.40 | 40.30 | 40.48 | 39.10 |
| 17 | 31.26 | 53.17 | 46.61 | 40.49 | 35.40 | 40.30 | 40.48 | 39.10 |
| 18 | 31.26 | 53.17 | 46.61 | 40.49 | 35.40 | 40.30 | 40.48 | 39.10 |
| 19 | 31.26 | 53.17 | 46.61 | 40.49 | 35.40 | 40.30 | 40.48 | 39.10 |
| 20 | 31.88 | 54.24 | 47.54 | 41.29 | 36.10 | 41.11 | 40.48 | 39.88 |
| 21 | 31.88 | 54.24 | 47.54 | 41.29 | 36.10 | 41.11 | 40.48 | 39.88 |
| 22 | 31.88 | 54.24 | 47.54 | 41.29 | 36.10 | 41.11 | 40.48 | 39.88 |
| 23 | 31.88 | 54.24 | 47.54 | 41.29 | 36.10 | 41.11 | 40.48 | 39.88 |
| 24 | 31.88 | 54.24 | 47.54 | 41.29 | 36.10 | 41.11 | 40.48 | 39.88 |
| 25 | 32.52 | 55.32 | 48.49 | 42.12 | 36.82 | 41.94 | 40.48 | 40.68 |

Network Assistant (temporary summer/project help) 70% of Tech 1 Step 1 hourly rate.
Includes 1.6% IPD increase for 2020-21.
SEIU substitutes are paid Step 1 of the SEIU salary schedule (if current employee, current wage scale rate will be used).