

**COLLECTIVE BARGAINING AGREEMENT – ATTACHMENT A**  
**SEIU Custodians, Grounds, Warehouse**  
**2019-2020 Wage Rate Schedule**

	<u>0 - 4 Yrs Exp</u>	<u>5 - 9 Yrs Exp</u>	<u>10 - 19 Yrs Exp</u>	<u>20+ Yrs Exp</u>
<b>CUSTODIANS:</b>				
A. Basic Custodian	\$ 21.77	22.07	\$ 22.27	\$22.52
B. Head Night – Elementary Conference Center	\$ 23.08	23.38	\$ 23.58	\$23.83
C. Head Night – Middle School Head Night – Administrative Center	\$ 23.76	24.06	\$ 24.26	\$24.51
D. Head Day – Elementary Day Assistant – High School	\$ 24.42	24.72	\$ 24.92	\$25.17
E. Head Day – Middle School Head Day – Administrative Center Head Night – High School	\$ 26.16	26.46	\$ 26.66	\$26.91
F. Head Day – High School	\$ 27.62	27.92	\$ 28.12	\$28.37
<b>GROUNDS:</b>				
Grounds I	\$ 26.35	26.65	\$ 26.85	\$27.10
Grounds II	\$ 27.82	28.12	\$ 28.32	\$28.57
Grounds Foreman (10% above Grounds II)	\$ 30.61	30.91	\$ 31.11	\$31.36
<b>WAREHOUSE:</b>				
Warehouse Lead	\$ 31.76	32.06	\$ 32.26	\$32.51
Warehouse I	\$ 26.16	26.46	\$ 26.66	\$26.91
Warehouse II**	\$ 27.62	27.92	\$ 28.12	\$28.37
<b>TEMPORARY SUBSTITUTES:</b>				
Custodians (Step 1)	\$ 18.90	NA	NA	NA
Custodians (Step 2)	\$ 20.41	NA	NA	NA
Grounds (Step 1)***	\$ 15.23	NA	NA	NA
Grounds (Step 2)***	\$ 16.54	NA	NA	NA
Skilled Summer Maintenance***	\$ 22.12	NA	NA	NA

1  
2 \*\*Includes Transition, Courier, and Warehouse Maintenance Helper. 10% for Transition  
3 Lead for up to 3 months per year  
4

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