

Appendix A

Anacortes School District #103
Service Employees International Union, Local 925 (SEIU)

September 1, 2019 – August 31, 2020

2019/2020	Sub-Rate	Yr 1	Yr 2	Yr 3-5	Yr 6-10	Yr 11-15	Yr 16-20	Yr 21-24	Yr 25+
Head Custodian	24.60	24.60	25.09	25.60	26.11	26.63	27.16	27.71	28.26
Night Custodian	23.52	23.52	23.99	24.47	24.96	25.46	25.97	26.49	27.02
Day Custodian	22.82	22.82	23.27	23.74	24.21	24.70	25.19	25.70	26.21
Custodian/Driver	24.49	24.49	24.98	25.48	25.98	26.50	27.03	27.58	28.13
Laundry	22.82	22.82	23.27	23.74	24.21	24.70	25.19	25.70	26.21
Maintenance-Elec/Mech	30.38	30.38	30.98	31.60	32.24	32.88	33.54	34.21	34.89
Maintenance-Carpenter	30.38	30.38	30.98	31.60	32.24	32.88	33.54	34.21	34.89
Maintenance-General	25.13	25.13	25.63	26.14	26.66	27.20	27.74	28.30	28.86
Maintenance-Helper	23.49	23.49	23.96	24.44	24.93	25.42	25.93	26.45	26.98
Groundskeeper	30.38	30.38	30.98	31.60	32.24	32.88	33.54	34.21	34.89
Grounds-Trainee	20.35	20.35	20.76	21.17	21.59	22.03	22.47	22.92	23.37
Substitute Maintenance	23.49								
Substitute Grounds	20.35								
Lead Mechanic	33.41	33.41	34.08	34.76	35.46	36.17	36.89	37.63	38.38
Head Journeyman Mechanic	30.38	30.38	30.98	31.60	32.24	32.88	33.54	34.21	34.89
Assistant Mechanic	25.44	25.44	25.95	26.47	27.00	27.54	28.09	28.65	29.22
Bus Driver	24.49	24.49	24.98	25.48	25.98	26.50	27.03	27.58	28.13
Trip Rate	20.81								
Training Rate (State Minimum Rate)	2019	12.00	2020	13.50					
Transportation Dispatcher	30.04	30.04	30.64	31.25	31.88	32.52	33.17	33.83	34.51
Bus Monitor	24.26	24.26	24.74	25.23	25.74	26.25	26.78	27.32	27.86
Utility Driver	22.96	22.96	23.42	23.89	24.37	24.86	25.35	25.86	26.38
HS Lead Cook	21.71	21.71	22.15	22.59	23.04	23.50	23.97	24.45	24.94
HS Assistant Lead Cook	19.75	19.75	20.15	20.55	20.96	21.38	21.81	22.24	22.69
Cook	17.94	17.94	18.30	18.67	19.04	19.42	19.81	20.21	20.61
MS Lead Cook	17.94	17.94	18.30	18.67	19.04	19.42	19.81	20.21	20.61
Elementary Lead Cook	17.94	17.94	18.30	18.67	19.04	19.42	19.81	20.21	20.61
Food Service Associate (FSA)	16.15	16.15	16.47	16.80	17.14	17.48	17.83	18.19	18.55
Food Service Substitute	16.15								

Bargaining Union member, if hired by the District for summer grounds work, shall receive the Groundskeeper Trainee rate.

^After one year of continuous service regular employees hired at Step I will be moved to Step II of their job title.

**Training required by the State or District outside of regular shifts.

Food Service employees with current American School Food Service Association National Certification will receive premium pay of \$.50/hour