

**Grounds Salary Schedule 2023-24** *includes a 5.7% negotiated adjustment, effective 9-1-2023*

Job Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly Gardener	Hourly	\$26.40						
Gardener	Hourly	\$26.40	\$26.91	\$27.43	\$28.00	\$28.55	\$29.08	\$29.62
	Monthly	\$4,593.60	\$4,682.34	\$4,772.82	\$4,872.00	\$4,967.70	\$5,059.92	\$5,153.88
Gardener w/Pesticide License	Hourly	\$27.40	\$27.91	\$28.43	\$29.00	\$29.55	\$30.08	\$30.62
	Monthly	\$4,767.60	\$4,856.34	\$4,946.82	\$5,046.00	\$5,141.70	\$5,233.92	\$5,327.88
Gardener w/Professional Certification	Hourly	\$27.86	\$28.37	\$28.89	\$29.46	\$30.01	\$30.54	\$31.08
	Monthly	\$4,847.64	\$4,936.38	\$5,026.86	\$5,126.04	\$5,221.74	\$5,313.96	\$5,407.92
Gardener w/Two Prof Certs	Hourly	\$29.32	\$29.83	\$30.35	\$30.92	\$31.47	\$32.00	\$32.54
	Monthly	\$5,101.68	\$5,190.42	\$5,280.90	\$5,380.08	\$5,475.78	\$5,568.00	\$5,661.96
Gardener w/Pest & Prof Cert	Hourly	\$28.86	\$29.37	\$29.89	\$30.46	\$31.01	\$31.54	\$32.08
	Monthly	\$5,021.64	\$5,110.38	\$5,200.86	\$5,300.04	\$5,395.74	\$5,487.96	\$5,581.92
Gardener w/Pest & Two Prof Certs	Hourly	\$30.32	\$30.83	\$31.35	\$31.92	\$32.47	\$33.00	\$33.54
	Monthly	\$5,275.68	\$5,364.42	\$5,454.90	\$5,554.08	\$5,649.78	\$5,742.00	\$5,835.96
Senior Gardener	Hourly	\$28.19	\$28.79	\$29.31	\$29.89	\$30.49	\$31.07	\$31.66
	Monthly	\$4,905.06	\$5,009.46	\$5,099.94	\$5,200.86	\$5,305.26	\$5,406.18	\$5,508.84
Senior Gardener w/Pesticide License	Hourly	\$29.19	\$29.79	\$30.31	\$30.89	\$31.49	\$32.07	\$32.66
	Monthly	\$5,079.06	\$5,183.46	\$5,273.94	\$5,374.86	\$5,479.26	\$5,580.18	\$5,682.84
Senior Gardener w/Professional Certification	Hourly	\$29.65	\$30.25	\$30.77	\$31.35	\$31.95	\$32.53	\$33.12
	Monthly	\$5,159.10	\$5,263.50	\$5,353.98	\$5,454.90	\$5,559.30	\$5,660.22	\$5,762.88
Senior Gardener w/Two Prof Certs	Hourly	\$31.11	\$31.71	\$32.23	\$32.81	\$33.41	\$33.99	\$34.58
	Monthly	\$5,413.14	\$5,517.54	\$5,608.02	\$5,708.94	\$5,813.34	\$5,914.26	\$6,016.92
Senior Gardener w/Pest & Prof Cert	Hourly	\$30.65	\$31.25	\$31.77	\$32.35	\$32.95	\$33.53	\$34.12
	Monthly	\$5,333.10	\$5,437.50	\$5,527.98	\$5,628.90	\$5,733.30	\$5,834.22	\$5,936.88
Senior Gardener w/Pest & Two Prof Certs	Hourly	\$32.11	\$32.71	\$33.23	\$33.81	\$34.41	\$34.99	\$35.58
	Monthly	\$5,587.14	\$5,691.54	\$5,782.02	\$5,882.94	\$5,987.34	\$6,088.26	\$6,190.92
* Landscape Lead	Hourly	\$30.41	\$31.02	\$31.66	\$32.27	\$33.17	\$33.81	\$34.44
	Monthly	\$5,291.34	\$5,397.48	\$5,508.84	\$5,614.98	\$5,771.58	\$5,882.94	\$5,992.56
* Landscape Lead w/Pesticide License	Hourly	\$31.41	\$32.02	\$32.66	\$33.27	\$34.17	\$34.81	\$35.44
	Monthly	\$5,465.34	\$5,571.48	\$5,682.84	\$5,788.98	\$5,945.58	\$6,056.94	\$6,166.56
* Landscape Lead w/Professional Certification	Hourly	\$31.87	\$32.48	\$33.12	\$33.73	\$34.63	\$35.27	\$35.90
	Monthly	\$5,545.38	\$5,651.52	\$5,762.88	\$5,869.02	\$6,025.62	\$6,136.98	\$6,246.60

**Grounds Salary Schedule 2023-24 (continued)**

*includes a 5.7% negotiated adjustment, effective 9-1-2023*

Job Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
* Landscape Lead w/Two Prof Certs	Hourly	\$33.33	\$33.94	\$34.58	\$35.19	\$36.09	\$36.73	\$37.36
	Monthly	\$5,799.42	\$5,905.56	\$6,016.92	\$6,123.06	\$6,279.66	\$6,391.02	\$6,500.64
* Landscape Lead w/Pest & Prof Cert	Hourly	\$32.87	\$33.48	\$34.12	\$34.73	\$35.63	\$36.27	\$36.90
	Monthly	\$5,719.38	\$5,825.52	\$5,936.88	\$6,043.02	\$6,199.62	\$6,310.98	\$6,420.60
* Landscape Lead w/Pest & Two Prof Certs	Hourly	\$34.33	\$34.94	\$35.58	\$36.19	\$37.09	\$37.73	\$38.36
	Monthly	\$5,973.42	\$6,079.56	\$6,190.92	\$6,297.06	\$6,453.66	\$6,565.02	\$6,674.64
* Senior Landscape Lead	Hourly	\$31.45	\$32.06	\$32.70	\$33.31	\$34.21	\$34.85	\$35.48
	Monthly	\$5,472.30	\$5,578.44	\$5,689.80	\$5,795.94	\$5,952.54	\$6,063.90	\$6,173.52
* Senior Landscape Lead w/Pesticide License	Hourly	\$32.45	\$33.06	\$33.70	\$34.31	\$35.21	\$35.85	\$36.48
	Monthly	\$5,646.30	\$5,752.44	\$5,863.80	\$5,969.94	\$6,126.54	\$6,237.90	\$6,347.52
* Senior Landscape Lead w / Professional Certification	Hourly	\$32.91	\$33.52	\$34.16	\$34.77	\$35.67	\$36.31	\$36.94
	Monthly	\$5,726.34	\$5,832.48	\$5,943.84	\$6,049.98	\$6,206.58	\$6,317.94	\$6,427.56
* Senior Landscape Lead w /Two Prof Certs	Hourly	\$34.37	\$34.98	\$35.62	\$36.23	\$37.13	\$37.77	\$38.40
	Monthly	\$5,980.38	\$6,086.52	\$6,197.88	\$6,304.02	\$6,460.62	\$6,571.98	\$6,681.60
* Senior Landscape Lead w/Pest & Prof Cert	Hourly	\$33.91	\$34.52	\$35.16	\$35.77	\$36.67	\$37.31	\$37.94
	Monthly	\$5,900.34	\$6,006.48	\$6,117.84	\$6,223.98	\$6,380.58	\$6,491.94	\$6,601.56
* Senior Landscape Lead w/Pest & Two Prof Certs	Hourly	\$35.37	\$35.98	\$36.62	\$37.23	\$38.13	\$38.77	\$39.40
	Monthly	\$6,154.38	\$6,260.52	\$6,371.88	\$6,478.02	\$6,634.62	\$6,745.98	\$6,855.60
* Equipment Operator	Hourly	\$30.80	\$31.41	\$32.04	\$32.66	\$33.55	\$34.22	\$34.81
	Monthly	\$5,359.20	\$5,465.34	\$5,574.96	\$5,682.84	\$5,837.70	\$5,954.28	\$6,056.94
* Equipment Operator w/Pesticide License	Hourly	\$31.80	\$32.41	\$33.04	\$33.66	\$34.55	\$35.22	\$35.81
	Monthly	\$5,533.20	\$5,639.34	\$5,748.96	\$5,856.84	\$6,011.70	\$6,128.28	\$6,230.94
* Equipment Operator w/Professional Certification	Hourly	\$32.26	\$32.87	\$33.50	\$34.12	\$35.01	\$35.68	\$36.27
	Monthly	\$5,613.24	\$5,719.38	\$5,829.00	\$5,936.88	\$6,091.74	\$6,208.32	\$6,310.98
* Equipment Operator w/Two Prof Certs	Hourly	\$33.72	\$34.33	\$34.96	\$35.58	\$36.47	\$37.14	\$37.73
	Monthly	\$5,867.28	\$5,973.42	\$6,083.04	\$6,190.92	\$6,345.78	\$6,462.36	\$6,565.02
* Equipment Operator w/Pest & Prof Cert	Hourly	\$33.26	\$33.87	\$34.50	\$35.12	\$36.01	\$36.68	\$37.27
	Monthly	\$5,787.24	\$5,893.38	\$6,003.00	\$6,110.88	\$6,265.74	\$6,382.32	\$6,484.98
* Equipment Operator w/Pest & Two Prof Certs	Hourly	\$34.72	\$35.33	\$35.96	\$36.58	\$37.47	\$38.14	\$38.73
	Monthly	\$6,041.28	\$6,147.42	\$6,257.04	\$6,364.92	\$6,519.78	\$6,636.36	\$6,739.02
* Assistant Sports Complex Groundskeeper	Hourly	\$27.76	\$28.33	\$28.85	\$29.42	\$30.01	\$30.57	\$31.10
	Monthly	\$4,830.24	\$4,929.42	\$5,019.90	\$5,119.08	\$5,221.74	\$5,319.18	\$5,411.40
* Assistant Sports Complex Groundskeeper w/Pesticide License	Hourly	\$28.76	\$29.33	\$29.85	\$30.42	\$31.01	\$31.57	\$32.10
	Monthly	\$5,004.24	\$5,103.42	\$5,193.90	\$5,293.08	\$5,395.74	\$5,493.18	\$5,585.40
* Assistant Sports Complex Groundskeeper w/Professional Certification	Hourly	\$29.22	\$29.79	\$30.31	\$30.88	\$31.47	\$32.03	\$32.56
	Monthly	\$5,084.28	\$5,183.46	\$5,273.94	\$5,373.12	\$5,475.78	\$5,573.22	\$5,665.44

**Grounds Salary Schedule 2023-24 (continued)**

*includes a 5.7% negotiated adjustment, effective 9-1-2023*

Job Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
* Assistant Sports Complex Groundskeeper w/Two Prof Certs	Hourly	\$30.68	\$31.25	\$31.77	\$32.34	\$32.93	\$33.49	\$34.02
	Monthly	\$5,338.32	\$5,437.50	\$5,527.98	\$5,627.16	\$5,729.82	\$5,827.26	\$5,919.48
* Assistant Sports Complex Groundskeeper w/Pest & Prof Cert	Hourly	\$30.22	\$30.79	\$31.31	\$31.88	\$32.47	\$33.03	\$33.56
	Monthly	\$5,258.28	\$5,357.46	\$5,447.94	\$5,547.12	\$5,649.78	\$5,747.22	\$5,839.44
* Assistant Sports Complex Groundskeeper w/Pest & Two Prof Certs	Hourly	\$31.68	\$32.25	\$32.77	\$33.34	\$33.93	\$34.49	\$35.02
	Monthly	\$5,512.32	\$5,611.50	\$5,701.98	\$5,801.16	\$5,903.82	\$6,001.26	\$6,093.48
* Sports Complex Groundskeeper	Hourly	\$30.19	\$30.80	\$31.39	\$32.01	\$32.90	\$33.52	\$34.13
	Monthly	\$5,253.06	\$5,359.20	\$5,461.86	\$5,569.74	\$5,724.60	\$5,832.48	\$5,938.62
* Sports Complex Groundskeeper w/Pesticide License	Hourly	\$31.19	\$31.80	\$32.39	\$33.01	\$33.90	\$34.52	\$35.13
	Monthly	\$5,427.06	\$5,533.20	\$5,635.86	\$5,743.74	\$5,898.60	\$6,006.48	\$6,112.62
* Sports Complex Groundskeeper w/Professional Certification	Hourly	\$31.65	\$32.26	\$32.85	\$33.47	\$34.36	\$34.98	\$35.59
	Monthly	\$5,507.10	\$5,613.24	\$5,715.90	\$5,823.78	\$5,978.64	\$6,086.52	\$6,192.66
* Sports Complex Groundskeeper w/Two Prof Certs	Hourly	\$33.11	\$33.72	\$34.31	\$34.93	\$35.82	\$36.44	\$37.05
	Monthly	\$5,761.14	\$5,867.28	\$5,969.94	\$6,077.82	\$6,232.68	\$6,340.56	\$6,446.70
* Sports Complex Groundskeeper w/Pest & Prof Cert	Hourly	\$32.65	\$33.26	\$33.85	\$34.47	\$35.36	\$35.98	\$36.59
	Monthly	\$5,681.10	\$5,787.24	\$5,889.90	\$5,997.78	\$6,152.64	\$6,260.52	\$6,366.66
* Sports Complex Groundskeeper w/Pest & Two Prof Certs	Hourly	\$34.11	\$34.72	\$35.31	\$35.93	\$36.82	\$37.44	\$38.05
	Monthly	\$5,935.14	\$6,041.28	\$6,143.94	\$6,251.82	\$6,406.68	\$6,514.56	\$6,620.70
* Lead Sports Complex Groundskeeper	Hourly	\$34.04	\$34.68	\$35.39	\$36.09	\$36.80	\$37.53	\$38.31
	Monthly	\$5,922.96	\$6,034.32	\$6,157.86	\$6,279.66	\$6,403.20	\$6,530.22	\$6,665.94
* Lead Sports Complex Groundskeeper w/Pesticide License	Hourly	\$35.04	\$35.68	\$36.39	\$37.09	\$37.80	\$38.53	\$39.31
	Monthly	\$6,096.96	\$6,208.32	\$6,331.86	\$6,453.66	\$6,577.20	\$6,704.22	\$6,839.94
* Lead Sports Complex Groundskeeper w/Professional Certification	Hourly	\$35.50	\$36.14	\$36.85	\$37.55	\$38.26	\$38.99	\$39.77
	Monthly	\$6,177.00	\$6,288.36	\$6,411.90	\$6,533.70	\$6,657.24	\$6,784.26	\$6,919.98
* Lead Sports Complex Groundskeeper w/Two Prof Certs	Hourly	\$36.96	\$37.60	\$38.31	\$39.01	\$39.72	\$40.45	\$41.23
	Monthly	\$6,431.04	\$6,542.40	\$6,665.94	\$6,787.74	\$6,911.28	\$7,038.30	\$7,174.02
* Lead Sports Complex Groundskeeper w/Pest & Prof Cert	Hourly	\$36.50	\$37.14	\$37.85	\$38.55	\$39.26	\$39.99	\$40.77
	Monthly	\$6,351.00	\$6,462.36	\$6,585.90	\$6,707.70	\$6,831.24	\$6,958.26	\$7,093.98
* Lead Sports Complex Groundskeeper w/Pest & Two Prof Certs	Hourly	\$37.96	\$38.60	\$39.31	\$40.01	\$40.72	\$41.45	\$42.23
	Monthly	\$6,605.04	\$6,716.40	\$6,839.94	\$6,961.74	\$7,085.28	\$7,212.30	\$7,348.02

<b>Grounds Salary Schedule 2023-24 (continued)</b>				<i>includes a 5.7% negotiated adjustment, effective 9-1-2023</i>			
<u>Notes: Premiums adjusted by IPD or 3.7% for 2023-24; except pesticide license premium grandfathered at current \$1 rate</u>							
1. Hourly Gardeners will be paid at the rate of <b>\$26.40</b> per hour. The maximum length of service as an hourly Gardener is six months.							
2. Mileage: Gardeners who are required to work at more than one (1) location will be compensated at the maximum allowable IRS rate plus \$2.00 per day for the employee who drives his/her own vehicle. Employees will not be required to haul materials or equipment in their own vehicle.							
3. Gardeners who substitute in a Landscape Lead or Sports Complex Groundskeeper position shall receive fifty cents (\$.50) per hour additional compensation when such substitution exceeds three (3) working days. The compensation shall be retroactive to the initial three days.							
4. Gardener employees who complete five (5) years Seattle School District service as a Gardener will be designated Senior and paid in accordance with the Senior Gardener job title. Initial placement on the Senior Gardener/Lead position salary range shall be at the nearest dollar step, provided that no such employee receives less salary dollars than earned prior to conversion to the new job title.							
5. Employees who acquire professional certification are eligible for additional salary increments in accordance with Appendix A, Art. A.3, Sec. A.5.							
6. Sports Complex Groundskeeper positions, Equipment Operator, Grounds General Foreman and Lead Position job titles are not part of the promotional chain.*							
7. Employees will be paid at the rate of <b>\$1.46</b> per hour for possessing a certificate as an arborist, master gardener, or a certified landscaper (maximum of two per employee, <b>\$2.92</b> total per hour). Maximum of one certified Arborist per each of the six work areas: NW, NE, Central W, Central E, SE							
8. Staff on this schedule who have a pesticide license shall receive <b>\$1.00</b> per hour additional compensation unless otherwise incorporated into this schedule.							
9. Employees must provide a copy of their license and/or certification by October 15 of each year. If an employee receives pay for a license or certification that has expired, the employee will be required to pay, in full, the entire overpayment.							
10. The aforementioned premiums are included in the pay rates listed in the salary schedule herein.							
Full year annual rates are calculated based on 2088 hours							