Grounds Salary Schedule 2026-27										*includes a 3% adjustment, effective 9-1-2026*
Job Title				**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**
Hourly Gardener			Hourly	$28.90						
Gardener	CG2	001	Hourly	$28.90	$29.47	$30.02	$30.66	$31.26	$31.84	$32.43
			Monthly	$5,028.60	$5,127.78	$5,223.48	$5,334.84	$5,439.24	$5,540.16	$5,642.82
Gardener w/Pesticide License	CG2	002	Hourly	$29.90	$30.47	$31.02	$31.66	$32.26	$32.84	$33.43
			Monthly	$5,202.60	$5,301.78	$5,397.48	$5,508.84	$5,613.24	$5,714.16	$5,816.82
Gardener w/Professional Certification	CG2	01a	Hourly	$29.61	$31.06	$31.61	$32.25	$32.85	$33.43	$34.02
			Monthly	$5,152.14	$5,404.44	$5,500.14	$5,611.50	$5,715.90	$5,816.82	$5,919.48
Gardener w/Two Prof Certs	CG2	018	Hourly	$32.08	$32.65	$33.20	$33.84	$34.44	$35.02	$35.61
			Monthly	$5,581.92	$5,681.10	$5,776.80	$5,888.16	$5,992.56	$6,093.48	$6,196.14
Gardener w/Pest & Prof Cert	CG2	012	Hourly	$30.61	$32.06	$32.61	$33.25	$33.85	$34.43	$35.02
			Monthly	$5,326.14	$5,578.44	$5,674.14	$5,785.50	$5,889.90	$5,990.82	$6,093.48
Gardener w/Pest & Two Prof Certs	CG2	12a	Hourly	$32.16	$33.65	$34.20	$34.84	$35.44	$36.02	$36.61
			Monthly	$5,595.84	$5,855.10	$5,950.80	$6,062.16	$6,166.56	$6,267.48	$6,370.14
Senior Gardener	CG2	003	Hourly	$30.86	$31.53	$32.08	$32.73	$33.38	$34.02	$34.66
			Monthly	$5,369.64	$5,486.22	$5,581.92	$5,695.02	$5,808.12	$5,919.48	$6,030.84
Senior Gardener w/Pesticide License	CG2	004	Hourly	$31.86	$32.53	$33.08	$33.73	$34.38	$35.02	$35.66
			Monthly	$5,543.64	$5,660.22	$5,755.92	$5,869.02	$5,982.12	$6,093.48	$6,204.84
Senior Gardener w/Professional Certification	CG2	03a	Hourly	$32.45	$33.12	$33.67	$34.32	$34.97	$35.61	$36.25
			Monthly	$5,646.30	$5,762.88	$5,858.58	$5,971.68	$6,084.78	$6,196.14	$6,307.50
Senior Gardener w/Two Prof Certs	CG2	03b	Hourly	$34.04	$34.71	$35.26	$35.91	$36.56	$37.20	$37.84
			Monthly	$5,922.96	$6,039.54	$6,135.24	$6,248.34	$6,361.44	$6,472.80	$6,584.16
Senior Gardener w/Pest & Prof Cert	CG2	014	Hourly	$33.45	$34.12	$34.67	$35.32	$35.97	$36.61	$37.25
			Monthly	$5,820.30	$5,936.88	$6,032.58	$6,145.68	$6,258.78	$6,370.14	$6,481.50
Senior Gardener w/Pest & Two Prof Certs	CG2	14a	Hourly	$35.04	$35.71	$36.26	$36.91	$37.56	$38.20	$38.84
			Monthly	$6,096.96	$6,213.54	$6,309.24	$6,422.34	$6,535.44	$6,646.80	$6,758.16
* Landscape Lead	CG2	005	Hourly	$33.30	$33.96	$34.66	$35.33	$36.32	$37.02	$37.70
			Monthly	$5,794.20	$5,909.04	$6,030.84	$6,147.42	$6,319.68	$6,441.48	$6,559.80
* Landscape Lead w/Pesticide License	CG2	011	Hourly	$34.30	$34.96	$35.66	$36.33	$37.32	$38.02	$38.70
			Monthly	$5,968.20	$6,083.04	$6,204.84	$6,321.42	$6,493.68	$6,615.48	$6,733.80
* Landscape Lead w/Professional Certification	CG2	05a	Hourly	$34.89	$35.55	$36.25	$36.92	$37.91	$38.61	$39.29
			Monthly	$6,070.86	$6,185.70	$6,307.50	$6,424.08	$6,596.34	$6,718.14	$6,836.46

Grounds Salary Schedule 2026-27 (continued)										*includes a 3% adjustment, effective 9-1-2026*
Job Title				**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**
* Landscape Lead w/Two Prof Certs	CG2	05b	Hourly	$36.48	$37.14	$37.84	$38.51	$39.50	$40.20	$40.88
			Monthly	$6,347.52	$6,462.36	$6,584.16	$6,700.74	$6,873.00	$6,994.80	$7,113.12
* Landscape Lead w/Pest & Prof Cert	CG2	013	Hourly	$35.89	$36.55	$37.25	$37.92	$38.91	$39.61	$40.29
			Monthly	$6,244.86	$6,359.70	$6,481.50	$6,598.08	$6,770.34	$6,892.14	$7,010.46
* Landscape Lead w/Pest & Two Prof Certs	CG2	13a	Hourly	$37.48	$38.14	$38.84	$39.51	$40.50	$41.20	$41.88
			Monthly	$6,521.52	$6,636.36	$6,758.16	$6,874.74	$7,047.00	$7,168.80	$7,287.12
* Senior Landscape Lead	CG2	016	Hourly	$34.44	$35.10	$35.80	$36.47	$37.46	$38.16	$38.84
			Monthly	$5,992.56	$6,107.40	$6,229.20	$6,345.78	$6,518.04	$6,639.84	$6,758.16
* Senior Landscape Lead w/Pesticide License	CG2	11a	Hourly	$34.44	$36.10	$36.80	$37.47	$38.46	$39.16	$39.84
			Monthly	$5,992.56	$6,281.40	$6,403.20	$6,519.78	$6,692.04	$6,813.84	$6,932.16
* Senior Landscape Lead w / Professional Certification	CG2	16b	Hourly	$34.99	$36.69	$37.39	$38.06	$39.05	$39.75	$40.43
			Monthly	$6,088.26	$6,384.06	$6,505.86	$6,622.44	$6,794.70	$6,916.50	$7,034.82
* Senior Landscape Lead w /Two Prof Certs	CG2	16d	Hourly	$36.54	$38.28	$38.98	$39.65	$40.64	$41.34	$42.02
			Monthly	$6,357.96	$6,660.72	$6,782.52	$6,899.10	$7,071.36	$7,193.16	$7,311.48
* Senior Landscape Lead w/Pest & Prof Cert	CG2	16c	Hourly	$35.99	$37.69	$38.39	$39.06	$40.05	$40.75	$41.43
			Monthly	$6,262.26	$6,558.06	$6,679.86	$6,796.44	$6,968.70	$7,090.50	$7,208.82
* Senior Landscape Lead w/Pest & Two Prof Certs	CG2	16e	Hourly	$37.54	$39.28	$39.98	$40.65	$41.64	$42.34	$43.02
			Monthly	$6,531.96	$6,834.72	$6,956.52	$7,073.10	$7,245.36	$7,367.16	$7,485.48
* Equipment Operator	CG4	005	Hourly	$33.72	$34.38	$35.08	$35.76	$36.73	$37.47	$38.11
			Monthly	$5,867.28	$5,982.12	$6,103.92	$6,222.24	$6,391.02	$6,519.78	$6,631.14
* Equipment Operator w/Pesticide License	CG4	05a	Hourly	$34.72	$35.38	$36.08	$36.76	$37.73	$38.47	$39.11
			Monthly	$6,041.28	$6,156.12	$6,277.92	$6,396.24	$6,565.02	$6,693.78	$6,805.14
* Equipment Operator w/Professional Certification	CG4	05b	Hourly	$35.31	$35.97	$36.67	$37.35	$38.32	$39.06	$39.70
			Monthly	$6,143.94	$6,258.78	$6,380.58	$6,498.90	$6,667.68	$6,796.44	$6,907.80
* Equipment Operator w/Two Prof Certs	CG4	05d	Hourly	$36.90	$37.56	$38.26	$38.94	$39.91	$40.65	$41.29
			Monthly	$6,420.60	$6,535.44	$6,657.24	$6,775.56	$6,944.34	$7,073.10	$7,184.46
* Equipment Operator w/Pest & Prof Cert	CG4	05c	Hourly	$36.31	$36.97	$37.67	$38.35	$39.32	$40.06	$40.70
			Monthly	$6,317.94	$6,432.78	$6,554.58	$6,672.90	$6,841.68	$6,970.44	$7,081.80
* Equipment Operator w/Pest & Two Prof Certs	CG4	05e	Hourly	$37.90	$38.56	$39.26	$39.94	$40.91	$41.65	$42.29
			Monthly	$6,594.60	$6,709.44	$6,831.24	$6,949.56	$7,118.34	$7,247.10	$7,358.46
* Assistant Sports Complex Groundskeeper	CG4	008	Hourly	$30.40	$31.01	$31.59	$32.21	$32.86	$33.46	$34.05
			Monthly	$5,289.60	$5,395.74	$5,496.66	$5,604.54	$5,717.64	$5,822.04	$5,924.70
* Assistant Sports Complex Groundskeeper w/Pesticide License	CG4	009	Hourly	$31.40	$32.01	$32.59	$33.21	$33.86	$34.46	$35.05
			Monthly	$5,463.60	$5,569.74	$5,670.66	$5,778.54	$5,891.64	$5,996.04	$6,098.70
* Assistant Sports Complex Groundskeeper w/Professional Certificatio	CG4	08a	Hourly	$31.99	$32.60	$33.18	$33.80	$34.45	$35.05	$35.64
			Monthly	$5,566.26	$5,672.40	$5,773.32	$5,881.20	$5,994.30	$6,098.70	$6,201.36

Grounds Salary Schedule 2026-27 (continued)										*includes a 3% adjustment, effective 9-1-2026*
Job Title				**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**
* Assistant Sports Complex Groundskeeper w/Two Prof Certs	CG4	08b	Hourly	$33.58	$34.19	$34.77	$35.39	$36.04	$36.64	$37.23
			Monthly	$5,842.92	$5,949.06	$6,049.98	$6,157.86	$6,270.96	$6,375.36	$6,478.02
* Assistant Sports Complex Groundskeeper w/Pest & Prof Cert	CG4	09a	Hourly	$32.99	$33.60	$34.18	$34.80	$35.45	$36.05	$36.64
			Monthly	$5,740.26	$5,846.40	$5,947.32	$6,055.20	$6,168.30	$6,272.70	$6,375.36
* Assistant Sports Complex Groundskeeper w/Pest & Two Prof Certs	CG4	09b	Hourly	$34.58	$35.19	$35.77	$36.39	$37.04	$37.64	$38.23
			Monthly	$6,016.92	$6,123.06	$6,223.98	$6,331.86	$6,444.96	$6,549.36	$6,652.02
* Sports Complex Groundskeeper	CG4	007	Hourly	$33.05	$33.72	$34.36	$35.04	$36.02	$36.70	$37.36
			Monthly	$5,750.70	$5,867.28	$5,978.64	$6,096.96	$6,267.48	$6,385.80	$6,500.64
* Sports Complex Groundskeeper w/Pesticide License	CG4	010	Hourly	$34.05	$34.72	$35.36	$36.04	$37.02	$37.70	$38.36
			Monthly	$5,924.70	$6,041.28	$6,152.64	$6,270.96	$6,441.48	$6,559.80	$6,674.64
* Sports Complex Groundskeeper w/Professional Certification	CG4	07a	Hourly	$34.64	$35.31	$35.95	$36.63	$37.61	$38.29	$38.95
			Monthly	$6,027.36	$6,143.94	$6,255.30	$6,373.62	$6,544.14	$6,662.46	$6,777.30
* Sports Complex Groundskeeper w/Two Prof Certs	CG4	07b	Hourly	$36.23	$36.90	$37.54	$38.22	$39.20	$39.88	$40.54
			Monthly	$6,304.02	$6,420.60	$6,531.96	$6,650.28	$6,820.80	$6,939.12	$7,053.96
* Sports Complex Groundskeeper w/Pest & Prof Cert	CG4	10a	Hourly	$35.64	$36.31	$36.95	$37.63	$38.61	$39.29	$39.95
			Monthly	$6,201.36	$6,317.94	$6,429.30	$6,547.62	$6,718.14	$6,836.46	$6,951.30
* Sports Complex Groundskeeper w/Pest & Two Prof Certs	CG4	10b	Hourly	$37.23	$37.90	$38.54	$39.22	$40.20	$40.88	$41.54
			Monthly	$6,478.02	$6,594.60	$6,705.96	$6,824.28	$6,994.80	$7,113.12	$7,227.96
* Lead Sports Complex Groundskeeper	CG4	011	Hourly	$37.27	$37.97	$38.75	$39.52	$40.28	$41.09	$41.94
			Monthly	$6,484.98	$6,606.78	$6,742.50	$6,876.48	$7,008.72	$7,149.66	$7,297.56
* Lead Sports Complex Groundskeeper w/Pesticide License	CG4	11a	Hourly	$38.27	$38.97	$39.75	$40.52	$41.28	$42.09	$42.94
			Monthly	$6,658.98	$6,780.78	$6,916.50	$7,050.48	$7,182.72	$7,323.66	$7,471.56
* Lead Sports Complex Groundskeeper w/Professional Certification	CG4	11b	Hourly	$38.86	$39.56	$40.34	$41.11	$41.87	$42.68	$43.53
			Monthly	$6,761.64	$6,883.44	$7,019.16	$7,153.14	$7,285.38	$7,426.32	$7,574.22
* Lead Sports Complex Groundskeeper w/Two Prof Certs	CG4	11d	Hourly	$40.45	$41.15	$41.93	$42.70	$43.46	$44.27	$45.12
			Monthly	$7,038.30	$7,160.10	$7,295.82	$7,429.80	$7,562.04	$7,702.98	$7,850.88
* Lead Sports Complex Groundskeeper w/Pest & Prof Cert	CG4	11c	Hourly	$39.86	$40.56	$41.34	$42.11	$42.87	$43.68	$44.53
			Monthly	$6,935.64	$7,057.44	$7,193.16	$7,327.14	$7,459.38	$7,600.32	$7,748.22
* Lead Sports Complex Groundskeeper w/Pest & Two Prof Certs	CG4	11e	Hourly	$41.45	$42.15	$42.93	$43.70	$44.46	$45.27	$46.12
			Monthly	$7,212.30	$7,334.10	$7,469.82	$7,603.80	$7,736.04	$7,876.98	$8,024.88

Grounds Salary Schedule 2026-27 (continued)

includes a 3% adjustment, effective 9-1-2026

Notes: Premiums adjusted by IPD of 2.6% for 2026-27; except pesticide license premium grandfathered at current $1 rate

1. Hourly Gardeners will be paid at the rate of **$28.90** 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 **$1.59** per hour for possessing a certificate as an arborist, master gardener, or a certified landscaper (maximum of two per employee, **$3.18** 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 **$1.00** per hour additional compensation unless othewise 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.

Effective upon the twenty-year anniversary of their hire date with the District in any capacity, employees will have their base wage rate increased by fifty cents ($0.50).

Full year annual rates are calculated based on 2088 hours