

**TENTATIVE AGREEMENT BETWEEN
SEIU LOCAL 1
AND
SAGINAW PUBLIC SCHOOLS**

Date of Ratification: April 1, 2025

APPENDIX A – WAGES

10.5 Month Secondary (Middle/High School) School Cafeteria Lead

1	0 to 1		\$16.00
2	2	3 to 5 years	\$16.20
3	3		\$16.40
4	4		\$16.60
5	5	6 to 10 years	\$16.80
6	6		\$17.00
7	7		\$17.20
8	8		\$17.40
9	9		\$17.60
10	10	11 or more years	\$17.85
11	11		\$18.10
12	12		\$18.35
13	13		\$18.60
14	14		\$18.85
15	15		\$19.10
16	16		\$19.35

10.5 Month Elementary School Cafeteria Lead

Step	Years of Service	New Hire Prior Professional Culinary Experience	Wages 2024-2025
1	0 to1		\$15.40
2	2	3 to 5 years	\$15.60
3	3		\$15.80
4	4		\$16.00
5	5	6 to 10 years	\$16.20
6	6		\$16.40
7	7		\$16.60
8	8		\$16.80
9	9		\$17.00
10	10	11 or more years	\$17.25
11	11		\$17.50
12	12		\$17.75
13	13		\$18.00
14	14		\$18.25
15	15		\$18.50
16	16		\$18.75

10.5 Month Cook Hourly Wage Scale

Step	Years of Service	New Hire Prior Professional Culinary Experience	Wages 2024-2025
1	0 to 1		\$15.00
2	2	3 to 5 years	\$15.13
3	3		\$15.26
4	4		\$15.39
5	5	6 to 10 years	\$15.52
6	6		\$15.65
7	7		\$15.78
8	8		\$15.91
9	9		\$16.04
10	10	11 or more years	\$16.17
11	11		\$16.30
12	12		\$16.43
13	13		\$16.56
14	14		\$16.69
15	15		\$16.83
16	16		\$17.00

10.5 Month Culinary Aide (Lunch Aide) Hourly Wage Scale

Step	Years of Service	New Hire Prior Professional Culinary Experience	Wages 2024-2025
1	0 to 1		\$14.50
2	2	3 to 5 years	\$14.70
3	3		\$14.90
4	4		\$15.10
5	5	6 to 10 years	\$15.30
6	6		\$15.50
7	7		\$15.70
8	8		\$15.90
9	9		\$16.10
10	10	11 or more years	\$16.30

Building Service Workers Hourly Wage Schedule

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Lead Electrician	\$28.33	\$28.89	\$29.47	\$29.97	\$30.66
Lead Plumber	\$28.33	\$28.89	\$29.47	\$29.97	\$30.66
Plumber	\$17.00	\$17.33	\$17.69	\$18.04	\$18.40
Licensed HVAC	\$28.33	\$28.89	\$29.47	\$29.97	\$30.66
Mechanic	\$21.63	\$22.06	\$22.51	\$22.96	\$23.41
Lead Carpenter	\$21.63	\$22.06	\$22.51	\$22.96	\$23.41
Carpenter	\$17.00	\$17.33	\$17.69	\$18.04	\$18.40
Lead Grounds	\$19.57	\$19.96	\$20.36	\$20.76	\$21.19
Grounds	\$15.97	\$16.28	\$16.61	\$16.94	\$17.28
Lead Custodian (Day and Night)	\$14.94	\$15.23	\$15.54	\$15.85	\$16.17
Custodian	\$13.91	\$14.18	\$14.47	\$14.76	\$15.05
General Maintenance	\$17.00	\$17.33	\$17.69	\$18.04	\$18.40

Grandfathered Rates

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Senior Maintenance	\$22.44	\$22.89	\$23.35	\$23.82	\$24.29
Custodial – Tier 1	\$21.57	\$22.00	\$22.44	\$22.89	\$23.35
Custodial – Tier 2	\$19.38	\$19.77	\$20.17	\$20.56	\$20.98
Custodial – Tier 3	\$16.83	\$17.17	\$17.51	\$17.86	\$18.22

For the Employer:

For the Union:

Max Gerboc, Director of Collective Bargaining