

SCHEDULE A  
MEAD SUPPORT and SERVICE PROFESSIONALS (MSSP)  
MEAD SCHOOL DISTRICT #354  
SEPTEMBER 1, 2022 - AUGUST 31, 2023

PARAEDUCATOR	Steps	1	2	3	4	5	
<i>Instructional, Supervision, Clerical, Compass, DLC, Healthroom Para, 1:1</i>			+5%	+5%	+5%	+5%	
		16.33	17.15	18.01	18.91	19.86	
<i>Longevity 10 Years</i>	+5%	17.15	18.01	18.91	19.86	20.85	
<i>Longevity 15 Years</i>	+5%	18.01	18.91	19.86	20.85	21.89	
<i>Longevity 20 years</i>	+5%	18.91	19.86	20.85	21.89	22.98	
<i>Longevity 25 years</i>	+5%	19.86	20.85	21.89	22.98	24.13	
ASSISTANTS & ASSOCIATES	Steps	1	2	3	4	5	
<i>**OT/PT Assistants, Copy Center Associates, Bus Assistants and Curriculum Assistant</i>			+5%	+5%	+5%	+5%	
		16.33	17.15	18.01	18.91	19.86	
<i>Longevity 10 Years</i>	+5%	17.15	18.01	18.91	19.86	20.85	
<i>Longevity 15 Years</i>	+5%	18.01	18.91	19.86	20.85	21.89	
<i>Longevity 20 years</i>	+5%	18.91	19.86	20.85	21.89	22.98	
<i>Longevity 25 years</i>	+5%	19.86	20.85	21.89	22.98	24.13	
EDUCATION SUPPORT SPECIALIST (ESS)	Steps	1	2	3	4	5	
<i>Interpreters (with EIPA), Brailist &amp; Grandfathered OT/PT Assistants</i>			+5%	+5%	+5%	+5%	
		22.59	23.72	24.91	26.16	27.47	
<i>Longevity 10 Years</i>	+5%	23.72	24.91	26.16	27.47	28.84	
<i>Longevity 15 Years</i>	+5%	24.91	26.16	27.47	28.84	30.28	
<i>Longevity 20 years</i>	+5%	26.16	27.47	28.84	30.28	31.79	
<i>Longevity 25 years</i>	+5%	27.47	28.84	30.28	31.79	33.38	
EDUCATION SUPPORT SPECIALIST (ESS)	Steps	1	2	3	4	5	
<i>Behavioral Tech</i>			+4%	+4%	+4%	+4%	
		20.07	20.87	21.70	22.57	23.47	
<i>Longevity 10 Years</i>	+4%	20.87	21.70	22.57	23.47	24.41	
<i>Longevity 15 Years</i>	+4%	21.70	22.57	23.47	24.41	25.39	
<i>Longevity 20 years</i>	+4%	22.57	23.47	24.41	25.39	26.41	
<i>Longevity 25 years</i>	+4%	23.47	24.41	25.39	26.41	27.47	
CLASSIFIED NURSES	Steps	1	2	3	4	5	
<i>Licensed Practical Nurse (LPN)</i>			+5%	+5%	+5%	+5%	
		23.42	24.59	25.82	27.11	28.47	
<i>Longevity 10 Years</i>	+5%	24.59	25.82	27.11	28.47	29.89	
<b><i>Longevity 15 Years</i></b>	+5%	25.82	27.11	28.47	29.89	31.38	
<i>Longevity 20 years</i>	+5%	27.11	28.47	29.89	31.38	32.95	
<i>Longevity 25 years</i>	+5%	28.47	29.89	31.38	32.95	34.60	
<i>Classified Registered Nurse (RN)</i>							
		30.04	31.54	33.12	34.78	36.52	
<i>Longevity 10 Years</i>	+5%	31.54	33.12	34.78	36.52	38.35	
<i>Longevity 15 Years</i>	+5%	33.12	34.78	36.52	38.35	40.27	
<i>Longevity 20 years</i>	+5%	34.78	36.52	38.35	40.27	42.28	
<i>Longevity 25 years</i>	+5%	36.52	38.35	40.27	42.28	44.39	
NUTRITION SERVICES	Steps	1	2	3	4	5	6
<i>Manager 1</i>			+3%	+3%	+3%	+3%	+3%
		19.24	19.82	20.41	21.02	21.65	22.30
<i>Longevity 10 Years</i>	+3%	19.82	20.41	21.02	21.65	22.30	22.97
<i>Longevity 15 Years</i>	+3%	20.41	21.02	21.65	22.30	22.97	23.66
<i>Longevity 20 years</i>	+3%	21.02	21.65	22.30	22.97	23.66	24.37
<i>Assistant Manager</i>							
		17.32	17.84	18.38	18.93	19.50	20.09
<i>Longevity 10 Years</i>	+3%	17.84	18.38	18.93	19.50	20.09	20.69
<i>Longevity 15 Years</i>	+3%	18.38	18.93	19.50	20.09	20.69	21.31
<i>Longevity 20 years</i>	+3%	18.93	19.50	20.09	20.69	21.31	21.95
<i>Manager 2</i>							
		17.32	17.84	18.38	18.93	19.50	20.09
<i>Longevity 10 Years</i>	+3%	17.84	18.38	18.93	19.50	20.09	20.69
<i>Longevity 15 Years</i>	+3%	18.38	18.93	19.50	20.09	20.69	21.31
<i>Longevity 20 years</i>	+3%	18.93	19.50	20.09	20.69	21.31	21.95
<i>Cook 2</i>							
		16.12	16.60	17.10	17.61	18.14	18.68
<i>Longevity 10 Years</i>	+3%	16.60	17.10	17.61	18.14	18.68	19.24
<i>Longevity 15 Years</i>	+3%	17.10	17.61	18.14	18.68	19.24	19.82
<i>Longevity 20 years</i>	+3%	17.61	18.14	18.68	19.24	19.82	20.41
<i>Cook 3</i>							
		15.62	16.09	16.57	17.07	17.58	18.11
<i>Longevity 10 Years</i>	+3%	16.09	16.57	17.07	17.58	18.11	18.65
<i>Longevity 15 Years</i>	+3%	16.57	17.07	17.58	18.11	18.65	19.21
<i>Longevity 20 years</i>	+3%	17.07	17.58	18.11	18.65	19.21	19.79

Intensive Personal Care Stipend (per Section 17.5) is \$1.50 per hour.

Interpreters shall be provided thirty (30) minutes of paid preparation time, without students, each day.

Incremental steps, where applicable shall take effect as of September 1 of each year provided the employee has worked a minimum of ninety (90) days in the previous year.