

**Schedule A (PSE)  
Nespelem School District  
2025 26 School Year  
2.5% IPD+1%**

Job Classification	Base	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
<b>Transportation</b>										
Bus Driver	\$ 28.19	\$ 28.75	\$ 29.33	\$ 29.92	\$ 30.52	\$ 31.13	\$ 31.75	\$ 32.39	\$ 33.04	\$ 33.70
Bus Mechanic	\$ 29.90	\$ 30.50	\$ 31.11	\$ 31.73	\$ 32.36	\$ 33.01	\$ 33.67	\$ 34.34	\$ 35.03	\$ 35.73
<b>Food Service</b>										
Head Cook	\$ 24.26	\$ 24.75	\$ 25.25	\$ 25.76	\$ 26.28	\$ 26.81	\$ 27.35	\$ 27.90	\$ 28.46	\$ 29.03
Assistant Cook	\$ 20.51	\$ 20.92	\$ 21.34	\$ 21.77	\$ 22.21	\$ 22.65	\$ 23.10	\$ 23.56	\$ 24.03	\$ 24.51
<b>Custodian / Maintenance / Grounds</b>	\$ 22.23	\$ 22.68	\$ 23.13	\$ 23.59	\$ 24.06	\$ 24.54	\$ 25.03	\$ 25.53	\$ 26.04	\$ 26.56
<b>Paraprofessional</b>	\$ 21.09	\$ 21.50	\$ 21.92	\$ 22.35	\$ 22.79	\$ 23.24	\$ 23.69	\$ 24.15	\$ 24.62	\$ 25.10
<b>Nurse</b>										
LPN	\$ 25.75	\$ 26.27	\$ 26.80	\$ 27.34	\$ 27.89	\$ 28.45	\$ 29.02	\$ 29.60	\$ 30.19	\$ 30.79
RN	\$ 41.61	\$ 42.44	\$ 43.29	\$ 44.16	\$ 45.04	\$ 45.94	\$ 46.86	\$ 47.80	\$ 48.76	\$ 49.74
<b>Coordinator</b>										
Coordinator	\$ 26.24	\$ 26.76	\$ 27.30	\$ 27.85	\$ 28.41	\$ 28.98	\$ 29.56	\$ 30.15	\$ 30.75	\$ 31.37
(Library, Tech/Assessment, Native Language)	\$ 26.24	\$ 26.76	\$ 27.30	\$ 27.85	\$ 28.41	\$ 28.98	\$ 29.56	\$ 30.15	\$ 30.75	\$ 31.37

Supplemental contracts must be approved and signed prior to the beginning of the event. Payroll cutoff date is the last working day of each month.

**Educational Stipends**

Educational Stipends earned during the school year will be paid out once obtained and verified.

If the degree is obtained during the summer, stipends will be paid out at the beginning of the new school year.

**One (1) Time Only Lump Sum / Single Highest Stipend Applies:**

- Associate Arts Degree
- Bachelors Degree

**Substitute Pay:**

Substitutes will be paid at the "Base 0-1 Year" rate for each job classification. Plus \$50 a day mileage.

Section 7.9 Employee will not suffer a loss in pay → \$ 60.00

Section 16.11 Substitutes with Emergency Substitu \$ 90.00

\*\*\*Any hours substituting is less than 3.50 hours will be paid at the employees regular rate of pay.

Section 18.7 Longevity.

**Longevity**

A \$1,000.00 per year longevity will be added to all PSE bargaining unit employee's salary amount when the employee reaches the start of their 11th year of employment.

- a. Example: Year 11 - \$1,000 \*\$1,000 total), Year 12 - \$1,000 (total of \$2,000), Year 12 - \$1,000 (total of \$3,000)
- b. The amount this will add per hour will depend on the contracted hours (Example: 620 contract hours would equal approximately \$1.61 per hour for an employee entering year 11)

PSE CBA 2024-2027

updated 9.9.25 nm