



MARBLEHEAD SCHOOL COMMITTEE



# **Proposed Wage Tables**

**Wage increases proposed by the  
School Committee**

**October 17, 2024**



# Unit A

Current Year: FY24 (School Year 2023-2024)

	B	B9	B21	B30	M	M15	M30	M45	M60	M75
1	\$ 52,157	\$ 54,079	\$ 55,998	\$ 56,958	\$ 57,919	\$ 59,124	\$ 60,170	\$ 61,374	\$ 62,423	\$ 63,755
2	\$ 54,549	\$ 56,525	\$ 58,505	\$ 59,492	\$ 60,482	\$ 61,683	\$ 62,859	\$ 64,062	\$ 65,138	\$ 66,472
3	\$ 57,083	\$ 59,164	\$ 61,247	\$ 62,286	\$ 63,327	\$ 64,528	\$ 65,592	\$ 66,809	\$ 67,858	\$ 69,191
4	\$ 59,517	\$ 61,709	\$ 63,899	\$ 64,993	\$ 66,087	\$ 67,291	\$ 68,354	\$ 69,556	\$ 70,616	\$ 71,949
5	\$ 62,010	\$ 64,293	\$ 66,578	\$ 67,720	\$ 68,862	\$ 70,065	\$ 71,125	\$ 72,332	\$ 73,391	\$ 74,724
6	\$ 64,528	\$ 66,884	\$ 69,241	\$ 70,417	\$ 71,595	\$ 72,798	\$ 73,846	\$ 75,063	\$ 76,122	\$ 77,456
7	\$ 67,262	\$ 69,608	\$ 71,950	\$ 73,125	\$ 74,299	\$ 75,501	\$ 76,565	\$ 77,782	\$ 78,831	\$ 80,163
8	\$ 70,533	\$ 72,790	\$ 75,044	\$ 76,172	\$ 77,298	\$ 78,502	\$ 79,578	\$ 80,783	\$ 81,832	\$ 83,164
9	\$ 76,518	\$ 77,998	\$ 79,482	\$ 80,062	\$ 80,642	\$ 81,844	\$ 82,893	\$ 84,098	\$ 85,156	\$ 86,489
10	\$ -	\$ -	\$ -	\$ -	\$ 83,926	\$ 85,142	\$ 86,190	\$ 87,393	\$ 88,456	\$ 89,788
11	\$ -	\$ -	\$ -	\$ -	\$ 90,790	\$ 92,035	\$ 93,129	\$ 94,374	\$ 95,451	\$ 96,783



## Current Wage Table (School Year 2023-2024)

- Wage scale in use until new contract is ratified

Year 1: FY25 (School Year 2024-2025) 2.00% COLA

	B	B9	B21	B30	M	M15	M30	M45	M60	M75
1	\$ 53,200	\$ 55,160	\$ 57,118	\$ 58,097	\$ 59,077	\$ 60,307	\$ 61,373	\$ 62,602	\$ 63,671	\$ 65,030
2	\$ 55,640	\$ 57,656	\$ 59,675	\$ 60,682	\$ 61,691	\$ 62,917	\$ 64,116	\$ 65,343	\$ 66,441	\$ 67,801
3	\$ 58,225	\$ 60,347	\$ 62,472	\$ 63,532	\$ 64,593	\$ 65,818	\$ 66,904	\$ 68,145	\$ 69,215	\$ 70,574
4	\$ 60,707	\$ 62,943	\$ 65,177	\$ 66,293	\$ 67,409	\$ 68,636	\$ 69,721	\$ 70,948	\$ 72,028	\$ 73,388
5	\$ 63,250	\$ 65,579	\$ 67,910	\$ 69,075	\$ 70,239	\$ 71,466	\$ 72,548	\$ 73,778	\$ 74,859	\$ 76,218
6	\$ 65,818	\$ 68,222	\$ 70,626	\$ 71,825	\$ 73,027	\$ 74,254	\$ 75,323	\$ 76,564	\$ 77,645	\$ 79,005
7	\$ 68,607	\$ 71,000	\$ 73,389	\$ 74,588	\$ 75,785	\$ 77,011	\$ 78,096	\$ 79,337	\$ 80,407	\$ 81,766
8	\$ 71,943	\$ 74,246	\$ 76,545	\$ 77,695	\$ 78,844	\$ 80,072	\$ 81,169	\$ 82,399	\$ 83,469	\$ 84,827
9	\$ 78,048	\$ 79,558	\$ 81,072	\$ 81,664	\$ 82,255	\$ 83,480	\$ 84,551	\$ 85,780	\$ 86,859	\$ 88,218
10	\$ -	\$ -	\$ -	\$ -	\$ 85,605	\$ 86,845	\$ 87,914	\$ 89,141	\$ 90,225	\$ 91,584
11	\$ -	\$ -	\$ -	\$ -	\$ 92,606	\$ 93,876	\$ 94,992	\$ 96,261	\$ 97,360	\$ 98,719
12	\$ -	\$ -	\$ -	\$ -	\$ 93,995	\$ 95,284	\$ 96,417	\$ 97,705	\$ 98,820	\$ 100,200

Add Step 12



## Year 1 (School Year 2024-2025)

- 2% Increase to all steps
- Addition of Step 12 at 1 ½ % increase



# Unit A

Year 2: FY26 (School Year 2025-2026) 2.00% COLA

	B	B9	B21	B30	M	M15	M30	M45	M60	M75
1	\$ 54,264	\$ 56,263	\$ 58,260	\$ 59,259	\$ 60,259	\$ 61,513	\$ 62,601	\$ 63,854	\$ 64,945	\$ 66,331
2	\$ 56,753	\$ 58,809	\$ 60,869	\$ 61,895	\$ 62,925	\$ 64,175	\$ 65,398	\$ 66,650	\$ 67,770	\$ 69,157
3	\$ 59,389	\$ 61,554	\$ 63,721	\$ 64,803	\$ 65,885	\$ 67,135	\$ 68,242	\$ 69,508	\$ 70,600	\$ 71,986
4	\$ 61,922	\$ 64,202	\$ 66,481	\$ 67,619	\$ 68,757	\$ 70,009	\$ 71,116	\$ 72,366	\$ 73,469	\$ 74,856
5	\$ 64,515	\$ 66,891	\$ 69,268	\$ 70,456	\$ 71,644	\$ 72,896	\$ 73,999	\$ 75,254	\$ 76,356	\$ 77,743
6	\$ 67,135	\$ 69,586	\$ 72,038	\$ 73,262	\$ 74,488	\$ 75,739	\$ 76,830	\$ 78,096	\$ 79,198	\$ 80,585
7	\$ 69,980	\$ 72,420	\$ 74,857	\$ 76,080	\$ 77,301	\$ 78,552	\$ 79,658	\$ 80,924	\$ 82,015	\$ 83,402
8	\$ 73,382	\$ 75,731	\$ 78,076	\$ 79,249	\$ 80,421	\$ 81,673	\$ 82,793	\$ 84,047	\$ 85,138	\$ 86,523
9	\$ 79,609	\$ 81,149	\$ 82,693	\$ 83,297	\$ 83,900	\$ 85,150	\$ 86,242	\$ 87,495	\$ 88,596	\$ 89,983
10	\$ -	\$ -	\$ -	\$ -	\$ 87,317	\$ 88,582	\$ 89,672	\$ 90,924	\$ 92,030	\$ 93,416
11	\$ -	\$ -	\$ -	\$ -	\$ 94,458	\$ 95,754	\$ 96,892	\$ 98,186	\$ 99,307	\$ 100,693
12	\$ -	\$ -	\$ -	\$ -	\$ 95,875	\$ 97,190	\$ 98,345	\$ 99,659	\$ 100,797	\$ 102,204



Year 2  
(School Year 2025-2026)

- 2% increase for all steps

Year 3: FY27 (School Year 2026-2027) 3.00% COLA

	B	B9	B21	B30	M	M15	M30	M45	M60	M75
1	\$ 55,892	\$ 57,951	\$ 60,008	\$ 61,037	\$ 62,066	\$ 63,358	\$ 64,479	\$ 65,769	\$ 66,893	\$ 68,321
2	\$ 58,456	\$ 60,573	\$ 62,695	\$ 63,752	\$ 64,813	\$ 66,100	\$ 67,360	\$ 68,650	\$ 69,803	\$ 71,232
3	\$ 61,171	\$ 63,401	\$ 65,633	\$ 66,747	\$ 67,862	\$ 69,149	\$ 70,290	\$ 71,594	\$ 72,718	\$ 74,146
4	\$ 63,779	\$ 66,128	\$ 68,475	\$ 69,648	\$ 70,820	\$ 72,109	\$ 73,249	\$ 74,537	\$ 75,673	\$ 77,102
5	\$ 66,450	\$ 68,898	\$ 71,346	\$ 72,570	\$ 73,793	\$ 75,083	\$ 76,219	\$ 77,512	\$ 78,647	\$ 80,075
6	\$ 69,149	\$ 71,674	\$ 74,200	\$ 75,460	\$ 76,722	\$ 78,012	\$ 79,134	\$ 80,439	\$ 81,574	\$ 83,003
7	\$ 72,079	\$ 74,593	\$ 77,103	\$ 78,362	\$ 79,620	\$ 80,908	\$ 82,048	\$ 83,352	\$ 84,476	\$ 85,904
8	\$ 75,584	\$ 78,003	\$ 80,418	\$ 81,627	\$ 82,834	\$ 84,123	\$ 85,277	\$ 86,568	\$ 87,692	\$ 89,119
9	\$ 81,997	\$ 83,584	\$ 85,174	\$ 85,796	\$ 86,417	\$ 87,705	\$ 88,830	\$ 90,120	\$ 91,254	\$ 92,682
10	\$ -	\$ -	\$ -	\$ -	\$ 89,937	\$ 91,240	\$ 92,362	\$ 93,652	\$ 94,790	\$ 96,218
11	\$ -	\$ -	\$ -	\$ -	\$ 97,292	\$ 98,626	\$ 99,798	\$ 101,132	\$ 102,286	\$ 103,714
12	\$ -	\$ -	\$ -	\$ -	\$ 98,751	\$ 100,106	\$ 101,295	\$ 102,649	\$ 103,820	\$ 105,270



Year 3  
(School Year 2026-2027)

- 3% Increase to all steps



# Unit A

Year 4: FY28 (School Year 2027-2028) 3.50% COLA

	B	B9	B21	B30	M	M15	M30	M45	M60	M75
1	\$ 57,848	\$ 59,980	\$ 62,108	\$ 63,173	\$ 64,239	\$ 65,576	\$ 66,735	\$ 68,071	\$ 69,234	\$ 70,712
2	\$ 60,502	\$ 62,693	\$ 64,889	\$ 65,984	\$ 67,081	\$ 68,414	\$ 69,718	\$ 71,053	\$ 72,246	\$ 73,725
3	\$ 63,312	\$ 65,620	\$ 67,930	\$ 69,083	\$ 70,237	\$ 71,569	\$ 72,750	\$ 74,099	\$ 75,263	\$ 76,741
4	\$ 66,011	\$ 68,443	\$ 70,872	\$ 72,085	\$ 73,299	\$ 74,633	\$ 75,813	\$ 77,146	\$ 78,321	\$ 79,800
5	\$ 68,776	\$ 71,309	\$ 73,843	\$ 75,110	\$ 76,376	\$ 77,710	\$ 78,886	\$ 80,225	\$ 81,399	\$ 82,877
6	\$ 71,569	\$ 74,182	\$ 76,797	\$ 78,101	\$ 79,407	\$ 80,742	\$ 81,904	\$ 83,254	\$ 84,429	\$ 85,908
7	\$ 74,602	\$ 77,203	\$ 79,801	\$ 81,105	\$ 82,407	\$ 83,740	\$ 84,920	\$ 86,269	\$ 87,433	\$ 88,910
8	\$ 78,229	\$ 80,733	\$ 83,233	\$ 84,484	\$ 85,733	\$ 87,068	\$ 88,261	\$ 89,598	\$ 90,761	\$ 92,238
9	\$ 84,867	\$ 86,509	\$ 88,155	\$ 88,799	\$ 89,442	\$ 90,774	\$ 91,939	\$ 93,274	\$ 94,448	\$ 95,926
10	\$ -	\$ -	\$ -	\$ -	\$ 93,084	\$ 94,433	\$ 95,595	\$ 96,930	\$ 98,108	\$ 99,586
11	\$ -	\$ -	\$ -	\$ -	\$ 100,697	\$ 102,078	\$ 103,291	\$ 104,671	\$ 105,866	\$ 107,344
12	\$ -	\$ -	\$ -	\$ -	\$ 102,207	\$ 103,609	\$ 104,841	\$ 106,242	\$ 107,454	\$ 108,954



Year 4  
(School Year 2027-2028)

- 3 ½ % increase to all steps

What does this  
all mean for our  
teachers?

- A new teacher with a Bachelors and no additional credits that started this school year at \$52,157 would be making \$ 66,011 at the end of the proposed contract. (27% increase over 4 years)
- A mid-career professional at Step 5 with a Masters degree started this school year at \$68,862 would be making \$85,733 at the end of the proposed contract. (24.5% increase over 4 years)
- Maximum Step, with Masters degree plus 75 credits professional that started this year at \$96,783 would be making \$108,954 by the end of the proposed contract. (13% increase over 4 years)



# Custodians

FY24 (School Year 2023-2024) Hourly

Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
7	\$ 18.11	\$ 19.01	\$ 19.96	\$ 20.96	\$ 22.01		
8	\$ 18.11	\$ 19.01	\$ 19.96	\$ 20.96	\$ 22.01	\$ 23.11	
9	\$ 19.01	\$ 19.96	\$ 20.96	\$ 22.01	\$ 23.11	\$ 24.27	
10	\$ 19.96	\$ 20.96	\$ 22.01	\$ 23.11	\$ 24.27	\$ 25.48	
11	\$ 20.96	\$ 22.01	\$ 23.11	\$ 24.27	\$ 25.48	\$ 26.75	
12	\$ 22.01	\$ 23.11	\$ 24.27	\$ 25.48	\$ 26.75	\$ 28.09	
13	\$ 23.11	\$ 24.27	\$ 25.48	\$ 26.75	\$ 28.09	\$ 29.50	
14	\$ 24.27	\$ 25.48	\$ 26.75	\$ 28.09	\$ 29.50	\$ 30.97	
15	\$ 25.48	\$ 26.75	\$ 28.09	\$ 29.50	\$ 30.97	\$ 32.52	
16	\$ 26.75	\$ 28.09	\$ 29.50	\$ 30.97	\$ 32.52	\$ 34.14	
17	\$ 28.08	\$ 29.49	\$ 30.97	\$ 32.52	\$ 34.14	\$ 35.85	



## Current Wage Table (School Year 2023-2024)

- Wage scale in use until new contract is ratified

FY25 (School Year 2024-2025) Hourly

Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
7							
8							
9	\$ 19.01	\$ 19.96	\$ 20.96	\$ 22.01	\$ 23.11		
10	\$ 19.96	\$ 20.96	\$ 22.01	\$ 23.11	\$ 24.27	\$ 25.48	
11	\$ 20.96	\$ 22.01	\$ 23.11	\$ 24.27	\$ 25.48	\$ 26.75	
12	\$ 22.01	\$ 23.11	\$ 24.27	\$ 25.48	\$ 26.75	\$ 28.09	
13	\$ 23.11	\$ 24.27	\$ 25.48	\$ 26.75	\$ 28.09	\$ 29.50	
14	\$ 24.27	\$ 25.48	\$ 26.75	\$ 28.09	\$ 29.50	\$ 30.97	
15	\$ 25.48	\$ 26.75	\$ 28.09	\$ 29.50	\$ 30.97	\$ 32.52	\$ 33.17
16	\$ 26.75	\$ 28.09	\$ 29.50	\$ 30.97	\$ 32.52	\$ 34.14	\$ 34.82
17	\$ 28.08	\$ 29.49	\$ 30.97	\$ 32.52	\$ 34.14	\$ 35.85	\$ 36.57



## Year 1 (School Year 2024-2025)



- Reclassified all groups resulting in an wage increase up to 16% in year 1

### GROUP Position

9	Custodians Van or Small Bus Driver
10	Custodians (merit) Van or Small Bus Driver (merit)
11	Assistant Head Custodian Large Bus Drier (CDL Licensed)
12	Assistant Head Custodian (merit) Large Bus Drier (CDL Licensed) (merit)
13	Head Custodian
14	Head Custodian (merit) Maintenance Worker (unlicensed)
15	Maintenance Worker (unlicensed) (merit) Maintenance Worker (licensed) Maintenance Supervisor (unlicensed)
16	Maintenance Worker (licensed) (merit) Maintenance Supervisor (unlicensed) (merit) Maintenance Supervisor (licensed)
17	Maintenance Supervisor (licensed) (merit)



# Custodians

FY26 (School Year 2025-2026) Hourly 2.00% COLA

Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
7							
8							
9	\$ 19.39	\$ 20.36	\$ 21.38	\$ 22.45	\$ 23.57		
10	\$ 20.36	\$ 21.38	\$ 22.45	\$ 23.57	\$ 24.76	\$ 25.99	
11	\$ 21.38	\$ 22.45	\$ 23.57	\$ 24.76	\$ 25.99	\$ 27.29	
12	\$ 22.45	\$ 23.57	\$ 24.76	\$ 25.99	\$ 27.29	\$ 28.65	
13	\$ 23.57	\$ 24.76	\$ 25.99	\$ 27.29	\$ 28.65	\$ 30.09	
14	\$ 24.76	\$ 25.99	\$ 27.29	\$ 28.65	\$ 30.09	\$ 31.59	
15	\$ 25.99	\$ 27.29	\$ 28.65	\$ 30.09	\$ 31.59	\$ 33.17	\$ 33.83
16	\$ 27.29	\$ 28.65	\$ 30.09	\$ 31.59	\$ 33.17	\$ 34.82	\$ 35.52
17	\$ 28.64	\$ 30.08	\$ 31.59	\$ 33.17	\$ 34.82	\$ 36.57	\$ 37.30



Year 2  
(School Year 2025-2026)

- 2% increase for all steps

FY27 (School Year 2026-2027) Hourly 2.50% COLA

Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
7							
8							
9	\$ 19.87	\$ 20.87	\$ 21.91	\$ 23.01	\$ 24.16		
10	\$ 20.87	\$ 21.91	\$ 23.01	\$ 24.16	\$ 25.37	\$ 26.64	
11	\$ 21.91	\$ 23.01	\$ 24.16	\$ 25.37	\$ 26.64	\$ 27.97	
12	\$ 23.01	\$ 24.16	\$ 25.37	\$ 26.64	\$ 27.97	\$ 29.37	
13	\$ 24.16	\$ 25.37	\$ 26.64	\$ 27.97	\$ 29.37	\$ 30.84	
14	\$ 25.37	\$ 26.64	\$ 27.97	\$ 29.37	\$ 30.84	\$ 32.38	
15	\$ 26.64	\$ 27.97	\$ 29.37	\$ 30.84	\$ 32.38	\$ 34.00	\$ 34.68
16	\$ 27.97	\$ 29.37	\$ 30.84	\$ 32.38	\$ 34.00	\$ 35.69	\$ 36.41
17	\$ 29.36	\$ 30.83	\$ 32.38	\$ 34.00	\$ 35.69	\$ 37.48	\$ 38.23



Year 3  
(School Year 2026-2027)

- 2 ½ % increase to all steps



# Custodians

## What does this all mean for our Custodians, Bus/Van Drivers, and Maintenance Workers?

- A new evening Custodian that started this year earning \$18.11 per hour would be earn \$ 21.91 per hour at the end of the proposed contract. Additionally their night differential would increase from \$.43 per hour to \$2.00 per hour. (29% increase over 3 years)
- A mid-career evening Custodian with merit at Step 3 started this school year earning \$19.96 per hour would be earing \$25.37 per hour at the end of the proposed contract. Additionally their night differential would increase from \$.43 per hour to \$2.00 per hour. (32% increase over 3 years)
- A daytime Unlicensed Maintenance Worker with merit at step 6 that started this year earning \$29.50 per hour would be earning \$34.68 per hour by the end of the proposed contract. (18% increase over 3 years)
- A new Large Bus Driver started this year earning \$19.10 per hour would be earning \$24.16 per hour by the end of the proposed contract. (26.5% increase over 3 years)



# Tutors

## FY24 (2023-2024 School Year)

Step 1 (Yrs 1-3)	\$	25.16
Step 2 (Yrs 4+)	\$	29.56



## Current Wage Table (School Year 2023-2024)

- Wage scale in use until new contract is ratified

## FY25 (2024-2025 School Year) 2.00% COLA

Step 1 (Yrs 1-3)	\$	25.66
Step 2 (Yrs 4+)	\$	30.14



## Year 1 (School Year 2024-2025)

- 2% Increase to all steps
- Currently employees are eligible for step 2 advancement after 3 full school years of service



# Tutors

## FY26 (2025-2026 School Year) 2.00% COLA

Step A (Year 1)	\$	26.18
Step B (Year 2)	\$	27.70
Step C (Year 3)	\$	29.22
Step D (Years 4+)	\$	30.75

Provide Step Increase Annually



Year 2  
(School Year 2025-2026)

- 2% Increase to all steps
- Add additional steps to allow for wage advancement at end of each full year worked

## FY27 (2026-2027 School Year) 2.00% COLA

Step A (Year 1)	\$	26.70
Step B (Year 2)	\$	28.25
Step C (Year 3)	\$	29.80
Step D (Year 4)	\$	31.36
Step E (Years 5+)	\$	31.67

Add 1 Step



Year 3  
(School Year 2026-2027)

- 2% Increase to all steps



# Tutors

## What does this all mean for our Tutors?

- A new Tutor started this school year earning \$25.16 per hour and would be earning \$29.80 per hours at the end of the proposed contract. (18% increase over 3 years)
- A Tutor with 3 year experience started this school year earning \$25.16 per hour and would be earning \$31.67 per hour at the end of the proposed contract. (26% increase over 3 years)
- A Tutor with more than 4 years experience (current top step) started this school year earning \$29.56 per hour and would be earning \$31.67 per hours at the end of the proposed contract. (over 7% increase over 3 years)



# Paraprofessionals

FY24 (2023-2024 School Year)									
GROUP	POSITIONS	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
A	Lunchroom/Recess	\$ 11.93	\$ 13.00	\$ 15.16	\$ 15.47	\$ 15.99	\$ 16.33	\$ 18.34	
B	Village/Middle Clerical	\$ 13.00	\$ 14.10	\$ 16.27	\$ 16.58	\$ 17.10	\$ 17.43	\$ 19.41	
C	Pre-K, Kindergarten, Special Ed & Van Monitor	\$ 13.85	\$ 14.87	\$ 16.98	\$ 17.32	\$ 17.83	\$ 18.17	\$ 20.13	
D	Library and METCO Clerical	\$ 14.87	\$ 15.91	\$ 18.02	\$ 18.38	\$ 18.90	\$ 19.23	\$ 21.15	
E	Chem Lab Assistant	\$ 15.20	\$ 16.25	\$ 18.36	\$ 18.72	\$ 19.23	\$ 19.57	\$ 21.47	

← Current Wage Table  
(School Year 2023-2024)

- Wage scale in use until new contract is ratified

FY25 (2023-2024 School Year)										
GROUP	POSITIONS	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
A	Lunchroom/Recess			\$ 16.00	\$ 16.50	\$ 17.00	\$ 17.50	\$ 18.50	\$ 19.50	
B	Eliminated									
C	Van Monitor			\$ 17.50	\$ 18.00	\$ 18.50	\$ 19.50	\$ 20.50	\$ 21.00	
D	Library and METCO, Village / Vets Clerical			\$ 19.00	\$ 19.50	\$ 20.00	\$ 20.50	\$ 21.50	\$ 22.00	
E	Chem Lab Assistant			\$ 20.00	\$ 20.50	\$ 21.00	\$ 21.50	\$ 22.00	\$ 22.50	
F	PreK, Kindergarten, Spec Ed			\$ 22.00	\$ 22.50	\$ 23.00	\$ 23.50	\$ 24.50	\$ 25.50	
Create new Group for PreK / Kindergarten / Special Education Paraprofessionals - Add Step 8										

← Year 1  
(School Year 2024-2025)

- Reclassification to move Pre-K, Kindergarten and Special Education paras to a new group at the top of the wage scale
- Eliminated steps 1 and 2 to allow for a higher starting wage
- Established new wage tables to reflect market adjustment increases for all



# Paraprofessionals

FY26 (2023-2024 School Year) 2.00% COLA										
GROUP	POSITIONS	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
A	Lunchroom/Recess			\$ 16.32	\$ 16.83	\$ 17.34	\$ 17.85	\$ 18.87	\$ 19.89	\$ 20.40
B	Eliminated									
C	Van Monitor			\$ 17.85	\$ 18.36	\$ 18.87	\$ 19.89	\$ 20.91	\$ 21.42	\$ 21.93
D	Library and METCO, Village / Vets Clerical			\$ 19.38	\$ 19.89	\$ 20.40	\$ 20.91	\$ 21.93	\$ 22.44	\$ 22.95
E	Chem Lab Assistant			\$ 20.40	\$ 20.91	\$ 21.42	\$ 21.93	\$ 22.44	\$ 22.95	\$ 23.46
F	PreK, Kindergarten, Spec Ed			\$ 22.44	\$ 22.95	\$ 23.46	\$ 23.97	\$ 24.99	\$ 26.01	\$ 26.52
Add Step 9										



Year 2  
(School Year 2025-2026)

- 2% Increase to all steps

FY27 (2023-2024 School Year) 2.00% COLA										
GROUP	POSITIONS	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
A	Lunchroom/Recess			\$ 16.65	\$ 17.17	\$ 17.69	\$ 18.21	\$ 19.25	\$ 20.29	\$ 20.81
B	Eliminated									
C	Van Monitor									
D	Library and METCO, Village / Vets Clerical									
E	Chem Lab Assistant									
F	PreK, Kindergarten, Spec Ed									



Year 3  
(School Year 2026-2027)

- 2% Increase to all steps



# Paraprofessionals

## What does this all mean for our Paraprofessionals?

- A new Pre-K, Kindergarten or Special Education Paraprofessional could have started this school year earning \$13.85 per hour (no new hires were being brought in below minimum wage but the current contract did allow for it) and would be earning \$23.46 per hour at the end of the proposed contract. (69% increase over 3 years)
- A Pre-K, Kindergarten or Special Education Paraprofessional with 6 years experience started this school year earning \$18.17 per hour and would be earning \$27.05 per hour at the end of the proposed contract. (49% increase over 3 years)
- A new Lunch paraprofessional (monitor) could have started this school year earning \$11.93 per hour (no new hires were being brought in below minimum wage but the current contract did allow for it) and would be earning \$17.69 per hour at the end of the proposed contract. (over 48% increase over 3 years)