

**BOSTON PUBLIC SCHOOLS**  
**BTU SUBSTITUTE TEACHERS AND NURSES**

	9/1/16-8/31/17		9/1/17-8/31/18			
Per Diem	144.35		148.68			
Long Term (Over 10 days)	160.59		165.40			
Long Term ( Over 25 Days)	290.56		299.27			
Cluster Sub	175.74		181.01			

**Boston Teachers Union**  
**Paraprofessional Salary Schedules**  
09/01/16 - 09/01/17

9-1-16

**Basic Paraprofessional Rate**

SA1

22 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors
		1	2	3	4	5
Step 1 (basic rate)	1	18.68	20.27	21.75	23.19	24.78
Step 2 (after 3 years)	2	19.17	20.69	22.21	23.75	25.27
Step 3 (after 6 years)	3	19.58	21.17	22.72	24.20	25.72
Step 4 (after 9 years)	4	20.02	21.65	23.11	24.67	26.23

**Security, Library, and Surround Care (PM) Rate, 1 to 1Paras**

SA2

22 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors
		1	2	3	4	5
Step 1 (basic rate)	1	23.06	24.63	26.14	27.65	29.18
Step 2 (after 3 years)	2	23.54	25.10	26.60	28.10	29.65
Step 3 (after 6 years)	3	24.02	25.54	27.13	28.62	30.16
Step 4 (after 9 years)	4	24.42	26.04	27.51	29.08	30.62

**Community Field Coordinator Rate**

SA3

22 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors
		1	2	3	4	5
Step 1 (basic rate)	1	30.53	32.12	33.63	35.09	36.64
Step 2 (after 3 years)	2	31.00	32.56	34.15	35.60	37.12
Step 3 (after 6 years)	3	31.46	33.06	34.56	36.06	37.61
Step 4 (after 9 years)	4	32.02	33.55	34.98	36.58	38.14

**Sign Language Interpreter**

SA11

22 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors
		1	2	3	4	5
Step 1 (basic rate)	1	33.58	35.33	36.99	38.60	43.97
Step 2 (after 3 years)	2	34.10	35.81	37.56	39.16	44.54
Step 3 (after 6 years)	3	34.60	36.36	38.01	39.66	45.13
Step 4 (after 9 years)	4	35.22	36.90	38.47	40.23	45.77

Paraprofessionals on 26 payments will have this hourly rate pro-rated to reflect payment for 10 months service over 12 months.

**Boston Teachers Union**  
**Paraprofessional Salary Schedules**  
09/02/17 - 08/31/18

9-2-17

**Basic Paraprofessional Rate**

SA1

22 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors	B+15
		1	2	3	4	5	6
Step 1 (basic rate)	1	19.24	20.88	22.40	23.89	25.52	26.33
Step 2 (after 3 years)	2	19.74	21.31	22.87	24.46	26.02	26.81
Step 3 (after 6 years)	3	20.17	21.80	23.40	24.93	26.50	27.28
Step 4 (after 9 years)	4	20.62	22.30	23.81	25.41	27.02	27.83

**Security, Library, and Surround Care (PM) Rate, 1 to 1Paras**

SA2

22 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors	B+15
		1	2	3	4	5	6
Step 1 (basic rate)	1	23.75	25.37	26.93	28.48	30.06	30.85
Step 2 (after 3 years)	2	24.25	25.86	27.40	28.94	30.54	31.34
Step 3 (after 6 years)	3	24.74	26.31	27.95	29.48	31.07	31.86
Step 4 (after 9 years)	4	25.15	26.82	28.33	29.95	31.54	32.33

**Community Field Coordinator Rate**

SA3

22 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors	B+15
		1	2	3	4	5	6
Step 1 (basic rate)	1	31.44	33.08	34.64	36.14	37.74	38.54
Step 2 (after 3 years)	2	31.93	33.54	35.17	36.67	38.23	39.01
Step 3 (after 6 years)	3	32.40	34.05	35.59	37.14	38.74	39.53
Step 4 (after 9 years)	4	32.98	34.55	36.03	37.67	39.28	40.09

**Sign Language Interpreter**

SA11

22 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors	B+15
		1	2	3	4	5	6
Step 1 (basic rate)	1	34.59	36.39	38.10	39.75	45.29	48.05
Step 2 (after 3 years)	2	35.12	36.89	38.69	40.33	45.88	48.65
Step 3 (after 6 years)	3	35.64	37.45	39.15	40.85	46.48	49.30
Step 4 (after 9 years)	4	36.28	38.01	39.63	41.44	47.14	49.99

Paraprofessionals on 26 payments will have this hourly rate pro-rated to reflect payment for 10 months service over 12 months.

**Boston Teachers Union**

9-1-16

**UP-Dever Paraprofessional Salary Schedules**

09/01/16 - 09/01/17

		Base	30 Credits	60 Credits	90 Credits	Bachelors
		1	2	3	4	5
<b>Basic Paraprofessional Rate</b>						
SA8						
26 paycheck						
		Base	30 Credits	60 Credits	90 Credits	Bachelors
		1	2	3	4	5
Step 1 (basic rate)	1	16.02	17.29	18.49	19.67	20.92
Step 2 (after 3 years)	2	16.40	17.64	18.87	20.09	21.35
Step 3 (after 6 years)	3	16.75	18.03	19.28	20.47	21.71
Step 4 (after 9 years)	4	17.11	18.42	19.60	20.88	22.10
<b>Security, Library, and Surround Care (PM) Rate, 1 to 1Paras</b>						
SA9						
26 paycheck						
		Base	30 Credits	60 Credits	90 Credits	Bachelors
		1	2	3	4	5
Step 1 (basic rate)	1	19.54	20.84	22.05	23.26	24.50
Step 2 (after 3 years)	2	19.96	21.20	22.40	23.63	24.87
Step 3 (after 6 years)	3	20.32	21.55	22.84	24.06	25.30
Step 4 (after 9 years)	4	20.65	21.97	23.15	24.42	25.66
<b>Community Field Coordinator Rate</b>						
SA10						
26 paycheck						
		Base	30 Credits	60 Credits	90 Credits	Bachelors
		1	2	3	4	5
Step 1 (basic rate)	1	25.58	26.87	28.09	29.27	30.52
Step 2 (after 3 years)	2	25.96	27.22	28.50	29.67	30.91
Step 3 (after 6 years)	3	26.34	27.63	28.83	30.06	31.31
Step 4 (after 9 years)	4	26.79	28.03	29.18	30.49	31.73

**Boston Teachers Union**

9-2-17

**UP-Dever Paraprofessional Salary Schedules**

09/02/17 - 08/31/18

**Basic Paraprofessional Rate**

SA8

26 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors	B+15
		1	2	3	4	5	6
Step 1 (basic rate)	1	16.50	17.81	19.04	20.26	21.55	22.19
Step 2 (after 3 years)	2	16.89	18.17	19.43	20.70	21.99	22.63
Step 3 (after 6 years)	3	17.26	18.57	19.86	21.09	22.36	23.00
Step 4 (after 9 years)	4	17.62	18.97	20.19	21.50	22.77	23.40

**Security, Library, and Surround Care (PM) Rate, 1 to 1Paras**

SA9

26 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors	B+15
		1	2	3	4	5	6
Step 1 (basic rate)	1	20.13	21.47	22.71	23.96	25.24	25.88
Step 2 (after 3 years)	2	20.56	21.83	23.07	24.34	25.62	26.26
Step 3 (after 6 years)	3	20.93	22.20	23.52	24.78	26.05	26.69
Step 4 (after 9 years)	4	21.26	22.62	23.84	25.16	26.43	27.07

**Community Field Coordinator Rate**

SA10

26 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors	B+15
		1	2	3	4	5	6
Step 1 (basic rate)	1	26.35	27.67	28.93	30.15	31.44	32.08
Step 2 (after 3 years)	2	26.74	28.04	29.35	30.56	31.84	32.48
Step 3 (after 6 years)	3	27.13	28.46	29.70	30.96	32.25	32.90
Step 4 (after 9 years)	4	27.59	28.87	30.05	31.40	32.68	33.32

**Boston Teachers Union**  
**ABA Specialist Salary Schedules**  
 09/01/16 - 08/31/17

9-1-16

**ABA Specialist Rate**

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Grade 1 (215 days)	1	\$40,740	\$42,573	\$44,488	\$46,491	\$48,583	\$50,768	\$53,053	\$55,441	\$57,936	\$60,543	\$63,268	\$66,114	\$69,090	\$72,199	\$75,447	\$78,843	\$82,390
Grade 2 (190 days)	2	\$34,100	\$35,634	\$39,315	\$41,085	\$42,934	\$44,865	\$46,884	\$48,995	\$51,199	\$53,503	\$55,911	\$58,427	\$61,056	\$63,803	\$66,674	\$69,675	\$72,811

**Boston Teachers Union**  
**ABA Specialist Salary Schedules**  
 09/02/17 - 08/31/18

9-2-17

**ABA Specialist Rate**

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Grade 1 (215 days)	1	\$41,962	\$43,850	\$45,823	\$47,885	\$50,040	\$52,292	\$54,645	\$57,104	\$59,674	\$62,359	\$65,166	\$68,098	\$71,162	\$74,365	\$77,711	\$81,208	\$84,862
Grade 2 (190 days)	2	\$35,123	\$36,703	\$40,494	\$42,317	\$44,222	\$46,211	\$48,291	\$50,465	\$52,735	\$55,108	\$57,589	\$60,179	\$62,888	\$65,717	\$68,675	\$71,765	\$74,995