

Boston Teachers Union
Paraprofessional Salary Schedules
09/01/23 - 8/31/24

Basic Paraprofessional Rate

22 Paycheck Cycle = Grade 1-6

26 Paycheck Cycle = Grade 1A-6A

		Base	30 Credits			60 Credits			90 Credits			Bachelors		B+15	
		Grade1	Grade 1A	Grade 2	Grade 2A	Grade 3	Grade 3A	Grade 4	Grade 4A	Grade 5	Grade 5A	Grade 6	Grade 6A		
Step 1 (basic rate)	1	23.55	19.24	25.47	20.78	27.24	22.23	28.99	23.64	30.88	25.13	31.83	25.88		
Step 2 (after 3 years)	2	24.15	19.70	25.97	21.19	27.80	22.67	29.65	24.16	31.46	25.65	32.38	26.39		
Step 3 (after 6 years)	3	24.65	20.15	26.54	21.66	28.40	23.16	30.19	24.60	32.02	26.10	32.93	26.85		
Step 4 (after 9 years)	4	25.18	20.56	27.14	22.14	28.88	23.55	30.75	25.08	32.63	26.57	33.57	27.32		
Step 5 (after 12 years)	5	25.73	21.01	27.73	22.64	29.52	24.07	31.43	25.64	33.34	27.15	34.31	27.91		

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

22 Paycheck Cycle = Grade 1-6

26 Paycheck Cycle = Grade 1A - 6A

		Base	30 Credits			60 Credits			90 Credits			Bachelors		B+15	
		Grade1	Grade 1A	Grade 2	Grade 2A	Grade 3	Grade 3A	Grade 4	Grade 4A	Grade 5	Grade 5A	Grade 6	Grade 6A		
Step 1 (basic rate)	1	28.82	23.49	30.71	25.04	32.51	26.49	34.33	27.94	36.16	29.44	37.08	30.19		
Step 2 (after 3 years)	2	29.40	23.98	31.27	25.47	33.07	26.91	34.87	28.39	36.72	29.88	37.67	30.62		
Step 3 (after 6 years)	3	29.97	24.40	31.80	25.91	33.70	27.44	35.49	28.90	37.34	30.39	38.27	31.14		
Step 4 (after 9 years)	4	30.45	24.81	32.40	26.39	34.16	27.81	36.04	29.34	37.89	30.84	38.82	31.59		
Step 5 (after 12 years)	5	31.12	25.35	33.11	26.97	34.91	28.43	36.84	29.98	38.73	31.52	39.67	32.29		

Community Field Coordinator and Para Rate

22 Paycheck Cycle = Grade 1-6

26 Paycheck Cycle = Grade 1A - 6A

		Base	30 Credits			60 Credits			90 Credits			Bachelors		B+15	
		Grade1	Grade 1A	Grade 2	Grade 2A	Grade 3	Grade 3A	Grade 4	Grade 4A	Grade 5	Grade 5A	Grade 6	Grade 6A		
Step 1 (basic rate)	1	36.63	29.59	38.55	31.14	40.36	32.59	42.11	34.03	43.97	35.50	44.90	36.24		
Step 2 (after 3 years)	2	37.21	30.04	39.08	31.57	40.99	33.11	42.73	34.51	44.55	35.99	45.46	36.72		
Step 3 (after 6 years)	3	37.75	30.50	39.68	32.04	41.47	33.49	43.28	34.97	45.14	36.47	46.07	37.22		
Step 4 (after 9 years)	4	38.43	31.05	40.26	32.52	41.98	33.90	43.90	25.47	45.77	36.96	46.71	37.71		
Step 5 (after 12 years)	5	39.28	31.73	41.15	33.24	42.91	34.65	44.87	36.25	46.78	37.78	47.73	38.54		

Sign Language Interpreter Rate

22 Paycheck Cycle = Grade 1-6

26 Paycheck Cycle = Grade 1A - 6A

		Base	30 Credits			60 Credits			90 Credits			Bachelors		B+15	
		Grade1	Grade 1A	Grade 2	Grade 2A	Grade 3	Grade 3A	Grade 4	Grade 4A	Grade 5	Grade 5A	Grade 6	Grade 6A		
Step 1 (basic rate)	1	40.31	32.55	42.40	34.25	44.40	35.85	46.32	37.43	52.76	42.60	55.99	45.19		
Step 2 (after 3 years)	2	40.92	33.05	42.99	34.73	45.08	36.41	46.99	37.96	53.46	43.18	56.69	45.79		
Step 3 (after 6 years)	3	41.53	33.54	43.65	35.25	45.63	36.84	47.60	38.46	54.16	43.76	57.44	46.41		
Step 4 (after 9 years)	4	42.27	34.15	44.30	35.77	46.18	37.30	48.29	39.02	54.92	44.35	58.25	47.02		
Step 5 (after 12 years)	5	43.20	34.91	45.27	36.57	47.20	38.11	49.35	39.88	56.13	45.33	59.53	48.06		