

Boston Teachers Union													
Paraprofessional Salary Schedules													
09/01/21 - 08/31/22													
Basic Paraprofessional Rate													
SA1													
22 Paycheck = Grade 1 - 6													
26 Paycheck = Grade 1A - 6A													
	Base		30 Credits		60 Credits		90 Credits		Bachelors		B+15		
	Grade 1	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	22.09	18.05	23.89	19.49	25.55	20.85	27.19	22.18	28.97	23.58	29.86	24.28
Step 2 (after 3 years)	2	22.65	18.48	24.36	19.88	26.08	21.26	27.81	22.66	29.51	24.06	30.37	24.75
Step 3 (after 6 years)	3	23.12	18.9	24.9	20.32	26.64	21.73	28.32	23.07	30.04	24.48	30.89	25.18
Step 4 (after 9 years)	4	23.62	19.29	25.46	20.77	27.09	22.09	28.85	23.52	30.6	24.92	31.49	25.62
Step 5 (after 12 years)	5	24.13	19.71	26.01	21.23	27.69	22.58	29.48	24.05	31.28	25.47	32.18	26.18
Security, Library, and Surround Care (PM) Rate, 1 to 1Paras													
SA2													
22 Paycheck = Grade 1 - 6													
26 Paycheck = Grade 1A - 6A													
	Base		30 Credits		60 Credits		90 Credits		Bachelors		B+15		
	Grade 1	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	27.03	22.03	28.81	23.49	30.5	24.85	32.2	26.21	33.92	27.62	34.79	28.32
Step 2 (after 3 years)	2	27.58	22.49	29.33	23.89	31.02	25.25	32.71	26.63	34.45	28.03	35.33	28.72
Step 3 (after 6 years)	3	28.11	22.89	29.83	24.3	31.61	25.74	33.29	27.11	35.03	28.5	35.9	29.21
Step 4 (after 9 years)	4	28.57	23.27	30.39	24.75	32.04	26.09	33.81	27.53	35.54	28.93	36.41	29.64
Step 5 (after 12 years)	5	29.2	23.78	31.06	25.3	32.75	26.66	34.55	28.12	36.33	29.56	37.21	30.29
Community Field Coordinator Rate													
SA3													
22 Paycheck = Grade 1 - 6													
26 Paycheck = Grade 1A - 6A													
	Base		30 Credits		60 Credits		90 Credits		Bachelors		B+15		
	Grade 1	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	34.37	27.76	36.16	29.21	37.86	30.57	39.5	31.92	41.25	33.3	42.12	34
Step 2 (after 3 years)	2	34.9	28.18	36.66	29.62	38.45	31.06	40.08	32.37	41.79	33.76	42.64	34.45
Step 3 (after 6 years)	3	35.42	28.61	37.22	30.06	38.9	31.41	40.6	32.8	42.34	34.21	43.21	34.91
Step 4 (after 9 years)	4	36.05	29.12	37.77	30.51	39.38	31.8	41.18	33.27	42.94	34.67	43.82	35.37
Step 5 (after 12 years)	5	36.84	29.76	38.6	31.18	40.25	32.51	42.09	34.01	43.88	35.44	44.78	36.15

Family Liaison Rate													
SA3													
26 Paycheck = Grade 1A - 6A		Base		30 Credits		60 Credits		90 Credits		Bachelors		B+15	
	Grade 1	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	34.37	27.76	36.16	29.21	37.86	30.57	39.5	31.92	41.25	33.3	42.12	34
Step 2 (after 3 years)	2	34.9	28.18	36.66	29.62	38.45	31.06	40.08	32.37	41.79	33.76	42.64	34.45
Step 3 (after 6 years)	3	35.42	28.61	37.22	30.06	38.9	31.41	40.6	32.8	42.34	34.21	43.21	34.91
Step 4 (after 9 years)	4	36.05	29.12	37.77	30.51	39.38	31.8	41.18	33.27	42.94	34.67	43.82	35.37
Step 5 (after 12 years)	5	36.84	29.76	38.6	31.18	40.25	32.51	42.09	34.01	43.88	35.44	44.78	36.15
Sign Language Interpreter													
SA11													
22 Paycheck = Grade 1 - 6		Base		30 Credits		60 Credits		90 Credits		Bachelors		B+15	
	Grade 1	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	37.81	30.53	39.78	32.13	41.65	33.63	43.45	35.11	49.49	39.96	52.52	42.39
Step 2 (after 3 years)	2	38.39	31	40.32	32.58	42.29	34.16	44.08	35.6	50.15	40.5	53.18	42.95
Step 3 (after 6 years)	3	38.96	31.47	40.94	33.06	42.8	34.55	44.65	36.08	50.81	41.05	53.89	43.54
Step 4 (after 9 years)	4	39.65	32.03	41.55	33.56	43.32	34.98	45.3	36.6	51.52	41.6	54.64	44.1
Step 5 (after 12 years)	5	40.52	32.75	42.47	34.3	44.27	35.75	46.29	37.41	52.66	42.52	55.84	45.08
	Annual	Hrly (6.17)	Hrly (6.67)	Hrly (6.84)	Hrly (7.00)	Hrly (7.17)	Hrly (7.25)	Hrly (7.50)	Hrly (8.00)				
9 Year CA \$2,350	2,350.00	1.813691	1.677733	1.636034	1.598639	1.560736	1.543514	1.492063	1.39881				
B27/26 Paychecks		1.464904	1.355092	1.321413	1.291208	1.260594	1.246684	1.205128	1.129808				
14 Year CA \$2,850	2,850.00	2.199583	2.034697	1.984126	1.938776	1.892807	1.871921	1.809524	1.696429				
B27/26 Paychecks		1.776586	1.643409	1.602564	1.565934	1.528806	1.511936	1.461538	1.370193				
19 Year CA \$3,350	3,350.00	2.585475	2.391661	2.332219	2.278912	2.224879	2.200328	2.126984	1.994048				
B27/26 Paychecks		2.088268	1.931726	1.883716	1.840659	1.797017	1.777188	1.717949	1.610576				
24 Year CA \$3,850	3,850.00	2.971367	2.748626	2.680311	2.619048	2.55695	2.528736	2.444444	2.291667				
B27/26 Paychecks		2.39995	2.220044	2.164867	2.115384	2.065229	2.04244	1.974359	1.850461				
29 Year CA \$4,350	4,350.00	3.357259	3.10559	3.028404	2.959184	2.889022	2.857143	2.761905	2.589286				
B27/26 Paychecks		2.711632	2.58361	2.446019	2.39011	2.333441	2.370692	2.30769	2.091346				

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	Base	30 Credits				60 Credits		90 Credits		Bachelors		B+15	
	Grade 1	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	22.87	18.68	24.73	20.17	26.44	21.58	28.14	22.95	29.98	24.4	30.9	25.13
Step 2 (after 3 years)	2	23.44	19.13	25.22	20.57	26.99	22.01	28.78	23.45	30.54	24.9	31.44	25.62
Step 3 (after 6 years)	3	23.93	19.56	25.77	21.03	27.58	22.49	29.32	23.88	31.09	25.34	31.97	26.06
Step 4 (after 9 years)	4	24.44	19.96	26.35	21.5	28.04	22.87	29.86	24.35	31.68	25.79	32.59	26.52
Step 5 (after 12 years)	5	24.98	20.4	26.92	21.98	28.66	23.37	30.51	24.89	32.37	26.36	33.31	27.1
Security, Library, and Surround Care (PM) Rate, 1 to 1Paras													
SA2													
22 Paycheck = Grade 1 - 6													
26 Paycheck = Grade 1A - 6A													
	Base	30 Credits				60 Credits		90 Credits		Bachelors		B+15	
	Grade 1	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	27.98	22.8	29.82	24.31	31.57	25.72	33.33	27.13	35.11	28.59	36	29.32
Step 2 (after 3 years)	2	28.54	23.28	30.36	24.73	32.11	26.13	33.85	27.56	35.65	29.01	36.57	29.73
Step 3 (after 6 years)	3	29.1	23.69	30.87	25.15	32.72	26.64	34.46	28.05	36.25	29.5	37.16	30.23
Step 4 (after 9 years)	4	29.57	24.09	31.46	25.62	33.16	27	34.99	28.49	36.79	29.95	37.69	30.67
Step 5 (after 12 years)	5	30.22	24.61	32.14	26.18	33.89	27.6	35.76	29.11	37.6	30.6	38.51	31.35
Community Field Coordinator Rate													
SA3													
22 Paycheck = Grade 1 - 6													
26 Paycheck = Grade 1A - 6A													
	Base	30 Credits				60 Credits		90 Credits		Bachelors		B+15	
	Grade 1	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	35.57	28.73	37.43	30.23	39.19	31.64	40.89	33.03	42.69	34.47	43.59	35.19
Step 2 (after 3 years)	2	36.12	29.16	37.94	30.65	39.8	32.14	41.48	33.5	43.26	34.94	44.14	35.65
Step 3 (after 6 years)	3	36.66	29.61	38.53	31.11	40.27	32.51	42.02	33.95	43.82	35.4	44.72	36.13
Step 4 (after 9 years)	4	37.31	30.14	39.09	31.58	40.75	32.91	42.62	34.44	44.44	35.88	45.35	36.61
Step 5 (after 12 years)	5	38.13	30.81	39.95	32.27	41.66	33.64	43.56	35.2	45.42	36.68	46.34	37.42

Sign Language Interpreter													
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		Grade 1	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	39.13	31.60	41.17	33.25	43.10	34.81	44.97	36.34	51.23	41.36	54.36	43.88
Step 2 (after 3 years)	2	39.73	32.09	41.73	33.72	43.77	35.35	45.63	36.85	51.90	41.92	55.04	44.45
Step 3 (after 6 years)	3	40.32	32.57	42.37	34.22	44.30	35.76	46.21	37.34	52.59	42.48	55.77	45.06
Step 4 (after 9 years)	4	41.04	33.15	43.01	34.73	44.83	36.21	46.89	37.88	53.32	43.06	56.55	45.65
Step 5 (after 12 years)	5	41.94	33.89	43.95	35.50	45.82	37.00	47.91	38.72	54.50	44.01	57.79	46.66
	Annual	Hrly (6.17)	Hrly (6.67)	Hrly (6.84)	Hrly (7.00)	Hrly (7.17)	Hrly (7.25)	Hrly (7.50)	Hrly (8.00)				
9 Year CA \$2,350	2,350.00	1.813691	1.677733	1.636034	1.598639	1.560736	1.543514	1.492063	1.398810				
B27/26 Paychecks		1.464904	1.355092	1.321413	1.291208	1.260594	1.246684	1.205128	1.129808				
14 Year CA \$2,850	2,850.00	2.199583	2.034697	1.984126	1.938776	1.892807	1.871921	1.809524	1.696429				
B27/26 Paychecks		1.776586	1.643409	1.602564	1.565934	1.528806	1.511936	1.461538	1.370193				
19 Year CA \$3,350	3,350.00	2.585475	2.391661	2.332219	2.278912	2.224879	2.200328	2.126984	1.994048				
B27/26 Paychecks		2.088268	1.931726	1.883716	1.840659	1.797017	1.777188	1.717949	1.610576				
24 Year CA \$3,850	3,850.00	2.971367	2.748626	2.680311	2.619048	2.55695	2.528736	2.444444	2.291667				
B27/26 Paychecks		2.399950	2.220044	2.164867	2.115384	2.065229	2.04244	1.974359	1.850461				
29 Year CA \$4,350	4,350.00	3.357259	3.105590	3.028404	2.959184	2.889022	2.857143	2.761905	2.589286				
B27/26 Paychecks		2.711632	2.583610	2.446019	2.390110	2.333441	2.370692	2.307690	2.091346				