

**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)	18.68	20.27	21.75	23.19	24.78
Step 2 (after 3 years)	19.17	20.69	22.21	23.75	25.27
Step 3 (after 6 years)	19.58	21.17	22.72	24.20	25.72
Step 4 (after 9 years)	20.02	21.65	23.11	24.67	26.23

**Basic Paraprofessional Rate**  
**SA5**  
 26 paycheck

	Base	30 Credits	60 Credits	90 Credits	Bachelors
	1	2	3	4	5
Step 1 (basic rate)	15.08	16.36	17.57	18.75	19.99
Step 2 (after 3 years)	15.47	16.71	17.94	19.18	20.42
Step 3 (after 6 years)	15.83	17.10	18.35	19.54	20.79
Step 4 (after 9 years)	16.18	17.50	18.67	19.94	21.19

**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)	23.06	24.63	26.14	27.65	29.18
Step 2 (after 3 years)	23.54	25.10	26.60	28.10	29.65
Step 3 (after 6 years)	24.02	25.54	27.13	28.62	30.16
Step 4 (after 9 years)	24.42	26.04	27.51	29.08	30.62

**Security, Library, and Surround Care (PM) Rate, 1 to 1Paras**  
**SA6**  
 26 paycheck

	Base	30 Credits	60 Credits	90 Credits	Bachelors
	1	2	3	4	5
Step 1 (basic rate)	18.61	19.91	21.12	22.33	23.58
Step 2 (after 3 years)	19.03	20.27	21.47	22.70	23.94
Step 3 (after 6 years)	19.38	20.63	21.91	23.13	24.37
Step 4 (after 9 years)	19.72	21.04	22.22	23.49	24.74

**Community Field Coordinator Rate**  
**SA3**  
 22 paycheck

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

**Community Field Coordinator Rate**  
**SA7**  
 26 paycheck

	Base	30 Credits	60 Credits	90 Credits	Bachelors
	1	2	3	4	5
Step 1 (basic rate)	24.65	25.94	27.16	28.35	29.58
Step 2 (after 3 years)	25.03	26.31	27.58	28.75	29.98
Step 3 (after 6 years)	25.41	26.70	27.90	29.13	30.38
Step 4 (after 9 years)	25.87	27.10	28.25	29.56	30.80

**Sign Language Interpreter**  
**SA11**  
 22 paycheck

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

**Sign Language Interpreter**  
**SA12**  
 26 paycheck

	Base	30 Credits	60 Credits	90 Credits	Bachelors
	1	2	3	4	5
Step 1 (basic rate)	27.12	28.53	29.87	31.19	35.49
Step 2 (after 3 years)	27.53	28.94	30.34	31.63	35.98
Step 3 (after 6 years)	27.95	29.37	30.69	32.04	36.46
Step 4 (after 9 years)	28.46	29.81	31.07	32.51	36.96

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

**Basic Paraprofessional Rate**

SA5

26 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors	B+15
		1	2	3	4	5	6
Step 1 (basic rate)	1	15.53	16.85	18.10	19.31	20.59	21.23
Step 2 (after 3 years)	2	15.93	17.21	18.47	19.75	21.03	21.67
Step 3 (after 6 years)	3	16.31	17.61	18.90	20.13	21.42	22.06
Step 4 (after 9 years)	4	16.66	18.02	19.23	20.54	21.82	22.46

**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

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

SA6

26 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors	B+15
		1	2	3	4	5	6
Step 1 (basic rate)	1	19.17	20.51	21.75	23.00	24.29	24.94
Step 2 (after 3 years)	2	19.60	20.87	22.12	23.38	24.66	25.30
Step 3 (after 6 years)	3	19.96	21.25	22.57	23.82	25.10	25.74
Step 4 (after 9 years)	4	20.31	21.67	22.89	24.20	25.49	26.13

**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

**Community Field Coordinator Rate**

SA7

26 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors	B+15
		1	2	3	4	5	6
Step 1 (basic rate)	1	25.39	26.72	27.97	29.20	30.47	31.10
Step 2 (after 3 years)	2	25.78	27.10	28.41	29.61	30.88	31.51
Step 3 (after 6 years)	3	26.17	27.50	28.74	30.00	31.29	31.94
Step 4 (after 9 years)	4	26.65	27.91	29.09	30.44	31.72	32.36

**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

**Sign Language Interpreter**

SA12

26 paycheck

		Base	30 Credits	60 Credits	90 Credits	Bachelors	B+15
		1	2	3	4	5	6
Step 1 (basic rate)	1	27.93	29.39	30.77	32.12	36.56	38.78
Step 2 (after 3 years)	2	28.36	29.80	31.25	32.58	37.06	39.30
Step 3 (after 6 years)	3	28.79	30.25	31.61	33.01	37.55	39.83
Step 4 (after 9 years)	4	29.31	30.70	32.00	33.49	38.06	40.35

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

**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