

**Natick Public Schools**  
**Education Association of Natick - Paraprofessionals**  
**School Years 2016-2017, 2017-2018, 2018 -2019**

**School Year 2016 - 2017**

SG	Category	1	2	3	4	5	6	7
G8	Paraprofessional Educators - Elementary (30 hrs 55 min wk, 182 days)							
	*Annual	\$20,471.08	\$22,007.50	\$23,668.32	\$24,201.24	\$24,734.03	\$25,105.21	\$26,502.61
	Daily (6 hrs 11 min)	\$112.48	\$120.92	\$130.05	\$132.97	\$135.90	\$137.94	\$145.62
	Hourly	\$18.2004	\$19.5664	\$21.0430	\$21.5168	\$21.9905	\$22.3205	\$23.5629
G1	Paraprofessional Educators - Preschool & Middle (30 hrs wk, 182 days)							
	*Annual	\$19,874.84	\$21,366.51	\$22,978.96	\$23,496.35	\$24,013.63	\$24,373.99	\$25,730.69
	Daily (6 hrs)	\$109.20	\$117.40	\$126.26	\$129.10	\$131.94	\$133.92	\$141.38
	Hourly	\$18.2004	\$19.5664	\$21.0430	\$21.5168	\$21.9905	\$22.3205	\$23.5629
G5	Paraprofessional Educators - High School (31 hrs 25 min wk, 182 days)							
	*Annual	\$20,802.33	\$22,363.61	\$24,051.31	\$24,592.84	\$25,134.26	\$25,511.44	\$26,931.45
	Daily (6 hrs 17 min)	\$114.30	\$122.88	\$132.15	\$135.13	\$138.10	\$140.17	\$147.98
	Hourly	\$18.2004	\$19.5664	\$21.0430	\$21.5168	\$21.9905	\$22.3205	\$23.5629

G2	Building Paraprofessional (grandfathered)	\$18.2004	\$19.5664	\$21.0430	\$21.5168	\$21.9905	\$22.3205	\$23.5629
G4	Building Paraprofessional (hired after 9/94)	\$15.4563	\$16.6129	\$17.8559	\$18.2620	\$18.6680	\$18.9480	\$20.1230

G9	Library Media Paraprofessional - Elementary (32 hrs 55 min wk, 183 days)							
	*Annual	\$23,119.97	\$24,764.82	\$26,542.86	\$27,113.38	\$27,683.78	\$28,081.15	\$29,577.17
	Daily (6 hrs 35 min)	\$126.34	\$135.33	\$145.04	\$148.16	\$151.28	\$153.45	\$161.62
	Hourly	\$19.2004	\$20.5664	\$22.0430	\$22.5168	\$22.9905	\$23.3205	\$24.5629
G6	Library Media Paraprofessional - Middle (32 hrs wk, 182 days)							
	*Annual	\$21,199.83	\$22,790.94	\$24,510.89	\$25,062.77	\$25,614.53	\$25,998.92	\$27,446.07
	Daily (6 hrs 24 min)	\$116.48	\$125.22	\$134.68	\$137.71	\$140.74	\$142.85	\$150.80
	Hourly	\$18.2004	\$19.5664	\$21.0430	\$21.5168	\$21.9905	\$22.3205	\$23.5629
G7	Library Media Paraprofessional - High School (36.5 hrs wk, 182 days)							
	*Annual	\$24,181.05	\$25,995.92	\$27,957.73	\$28,587.22	\$29,216.58	\$29,655.02	\$31,305.67
	Daily (7 hrs 18 min)	\$132.86	\$142.83	\$153.61	\$157.07	\$160.53	\$162.94	\$172.01
	Hourly	\$18.2004	\$19.5664	\$21.0430	\$21.5168	\$21.9905	\$22.3205	\$23.5629

1. All Elementary Paraprofessionals - add 11 minutes to the daily & annual rate of pay
2. Increase Elementary Library Media work year from 182 to 183 days
3. +2% all steps
4. Elementary Library Media - add \$1/hr to all steps after the 2% cola.

**Additional Compensation:**

Classroom Coverage: \$4.00/hour if 1/2 day or more  
Mentor Coordinator Stipend: \$500  
Mentor Stipend: \$500

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**School Year 2017 - 2018**

<b>SG</b>	<b>Category</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
G8	Paraprofessional Educators - Elementary (30 hrs 55 min wk, 182 days)							
	*Annual	\$20,880.49	\$22,447.62	\$24,141.74	\$24,685.22	\$25,228.70	\$25,607.30	\$27,098.96
	Daily (6 hrs 11 min)	\$114.73	\$123.34	\$132.65	\$135.63	\$138.62	\$140.70	\$148.90
	Hourly	\$18.5644	\$19.9577	\$21.4639	\$21.9471	\$22.4303	\$22.7669	\$24.0931
G1	Paraprofessional Educators - Preschool & Middle (30 hrs wk, 182 days)							
	*Annual	\$20,272.32	\$21,793.81	\$23,438.58	\$23,966.23	\$24,493.89	\$24,861.45	\$26,309.67
	Daily (6 hrs)	\$111.39	\$119.75	\$128.78	\$131.68	\$134.58	\$136.60	\$144.56
	Hourly	\$18.5644	\$19.9577	\$21.4639	\$21.9471	\$22.4303	\$22.7669	\$24.0931
G5	Paraprofessional Educators - High School (31 hrs 25 min wk, 182 days)							
	*Annual	\$21,218.37	\$22,810.85	\$24,532.38	\$25,084.66	\$25,636.94	\$26,021.66	\$27,537.45
	Daily (6 hrs 17 min)	\$116.58	\$125.33	\$134.79	\$137.83	\$140.86	\$142.98	\$151.30
	Hourly	\$18.5644	\$19.9577	\$21.4639	\$21.9471	\$22.4303	\$22.7669	\$24.0931

G2	Building Paraprofessional (grandfathered)	\$18.5644	\$19.9577	\$21.4639	\$21.9471	\$22.4303	\$22.7669	\$24.0931
G4	Building Paraprofessional (hired after 9/94)	\$15.7654	\$16.9452	\$18.2130	\$18.6272	\$19.0414	\$19.3270	\$20.5758

G9	Library Media Paraprofessional - Elementary (32 hrs 55 min wk, 183 days)							
	*Annual	\$23,582.36	\$25,260.09	\$27,073.76	\$27,655.60	\$28,237.44	\$28,642.76	\$30,242.70
	Daily (6 hrs 35 min)	\$128.87	\$138.03	\$147.94	\$151.12	\$154.30	\$156.52	\$165.26
	Hourly	\$19.5844	\$20.9777	\$22.4839	\$22.9671	\$23.4503	\$23.7869	\$25.1156
G6	Library Media Paraprofessional - Middle (32 hrs wk, 182 days)							
	*Annual	\$21,623.81	\$23,246.73	\$25,001.15	\$25,563.98	\$26,126.81	\$26,518.89	\$28,063.64
	Daily (6 hrs 24 min)	\$118.81	\$127.73	\$137.37	\$140.46	\$143.55	\$145.71	\$154.20
	Hourly	\$18.5644	\$19.9577	\$21.4639	\$21.9471	\$22.4303	\$22.7669	\$24.0931
G7	Library Media Paraprofessional - High School (36.5 hrs wk, 182 days)							
	*Annual	\$24,664.66	\$26,515.80	\$28,516.94	\$29,158.92	\$29,800.90	\$30,248.10	\$32,010.09
	Daily (7 hrs 18 min)	\$135.52	\$145.69	\$156.69	\$160.21	\$163.74	\$166.20	\$175.88
	Hourly	\$18.5644	\$19.9577	\$21.4639	\$21.9471	\$22.4303	\$22.7669	\$24.0931

1. +2% to all steps, +2.25% to step 7

**Additional Compensation:**

Classroom Coverage: \$4.00/hour if 1/2 day or more  
Mentor Coordinator Stipend: \$500  
Mentor Stipend: \$500

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**School Year 2018 - 2019**

<b>SG</b>	<b>Category</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
G8	Paraprofessional Educators - Elementary (30 hrs 55 min wk, 182 days)							
	*Annual	\$21,298.12	\$22,896.63	\$24,624.60	\$25,178.88	\$25,733.27	\$26,119.40	\$27,708.69
	Daily (6 hrs 11 min)	\$117.02	\$125.81	\$135.30	\$138.35	\$141.39	\$143.51	\$152.25
	Hourly	\$18.9357	\$20.3569	\$21.8932	\$22.3860	\$22.8789	\$23.2222	\$24.6352
G1	Paraprofessional Educators - Preschool & Middle (30 hrs wk, 182 days)							
	*Annual	\$20,677.78	\$22,229.73	\$23,907.37	\$24,445.51	\$24,983.76	\$25,358.64	\$26,901.64
	Daily (6 hrs)	\$113.61	\$122.14	\$131.36	\$134.32	\$137.27	\$139.33	\$147.81
	Hourly	\$18.9357	\$20.3569	\$21.8932	\$22.3860	\$22.8789	\$23.2222	\$24.6352
G5	Paraprofessional Educators - High School (31 hrs 25 min wk, 182 days)							
	*Annual	\$21,642.75	\$23,267.12	\$25,023.05	\$25,586.30	\$26,149.67	\$26,542.05	\$28,157.05
	Daily (6 hrs 17 min)	\$118.92	\$127.84	\$137.49	\$140.58	\$143.68	\$145.84	\$154.71
	Hourly	\$18.9357	\$20.3569	\$21.8932	\$22.3860	\$22.8789	\$23.2222	\$24.6352

G2	Building Paraprofessional (grandfathered)	\$18.9357	\$20.3569	\$21.8932	\$22.3860	\$22.8789	\$23.2222	\$24.6352
G4	Building Paraprofessional (hired after 9/94)	\$16.0807	\$17.2841	\$18.5773	\$18.9997	\$19.4222	\$19.7135	\$21.0388

G9	Library Media Paraprofessional - Elementary (32 hrs 55 min wk, 183 days)							
	*Annual	\$22,801.23	\$24,512.56	\$26,362.48	\$26,955.88	\$27,549.40	\$27,962.78	\$29,664.23
	Daily (6 hrs 35 min)	\$124.60	\$133.95	\$144.06	\$147.30	\$150.54	\$152.80	\$162.10
	Hourly	\$18.9357	\$20.3569	\$21.8932	\$22.3860	\$22.8789	\$23.2222	\$24.6352
G6	Library Media Paraprofessional - Middle (32 hrs wk, 182 days)							
	*Annual	\$22,056.30	\$23,711.72	\$25,501.20	\$26,075.21	\$26,649.34	\$27,049.22	\$28,695.08
	Daily (6 hrs 24 min)	\$121.19	\$130.28	\$140.12	\$143.27	\$146.42	\$148.62	\$157.67
	Hourly	\$18.9357	\$20.3569	\$21.8932	\$22.3860	\$22.8789	\$23.2222	\$24.6352
G7	Library Media Paraprofessional - High School (36.5 hrs wk, 182 days)							
	*Annual	\$25,157.97	\$27,046.18	\$29,087.31	\$29,742.04	\$30,396.91	\$30,853.01	\$32,730.33
	Daily (7 hrs 18 min)	\$138.23	\$148.61	\$159.82	\$163.42	\$167.02	\$169.52	\$179.84
	Hourly	\$18.9357	\$20.3569	\$21.8932	\$22.3860	\$22.8789	\$23.2222	\$24.6352

1. +2% to all steps, +2.25% to step 7

**Additional Compensation:**

Classroom Coverage: \$4.00/hour if 1/2 day or more  
Mentor Coordinator Stipend: \$500  
Mentor Stipend: \$500

\*Annual - Refer to Article 8, Section 2A: Work Day and Work Year