

BOSTON PUBLIC SCHOOLS
 BOSTON TEACHERS UNION

YEAR 4 H957 < 9FG

09/01/09 - 01/31/10

3.00%	Bachelor 1	B+15 2	Masters 3	M+15 4	M+30 5	M+45 6	M+60 7	M+75 8	Doctorate 9
1	46,291	47,888	49,477	51,076	52,671	54,264	56,090	57,671	58,573
2	51,982	53,856	55,737	57,620	59,498	61,367	63,480	65,109	66,036
3	55,113	56,993	58,869	60,753	62,622	64,508	66,622	68,252	69,179
4	58,254	60,136	62,009	63,890	65,765	67,636	69,759	71,389	72,317
5	61,386	63,504	65,610	67,725	69,845	71,952	74,298	75,929	76,857
6	65,056	67,162	69,276	71,387	73,501	75,606	78,104	79,735	80,663
7	69,236	71,345	73,462	75,574	77,688	79,803	82,152	83,783	84,711
8	73,467	75,575	77,691	79,803	81,917	84,035	86,383	88,014	88,943
9	77,142	79,249	81,364	83,477	85,590	87,710	90,057	91,689	92,617

02/01/10 - 08/31/10

1.00%	Bachelor 1	B+15 2	Masters 3	M+15 4	M+30 5	M+45 6	M+60 7	M+75 8	Doctorate 9
1	46,754	48,367	49,972	51,587	53,198	54,807	56,651	58,248	59,159
2	52,502	54,395	56,294	58,197	60,093	61,981	64,115	65,760	66,697
3	55,665	57,563	59,458	61,361	63,248	65,153	67,288	68,934	69,871
4	58,837	60,738	62,629	64,529	66,423	68,312	70,457	72,103	73,040
5	62,000	64,139	66,266	68,402	70,543	72,672	75,041	76,689	77,625
6	65,706	67,834	69,969	72,101	74,236	76,362	78,885	80,533	81,470
7	69,928	72,059	74,196	76,329	78,465	80,601	82,974	84,621	85,558
8	74,202	76,330	78,468	80,601	82,736	84,875	87,247	88,894	89,832
9	77,913	80,042	82,178	84,312	86,446	88,587	90,958	92,606	93,543

Year 4: 09/01/09 - 01/31/10

3%

Basic Paraprofessional Rate

	Base	30 Credits	60 Credits	90 Credits	BA
Step 1 (basic rate)	16.11	17.47	18.75	20.01	21.34
Step 2 (after 3 years)	16.51	17.84	19.15	20.46	21.79
Step 3 (after 6 years)	16.90	18.26	19.59	20.87	22.20
Step 4 (after 9 years)	17.27	18.67	19.94	21.29	22.61

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

Step 1 (basic rate)	19.88	21.25	22.55	23.84	25.17
Step 2 (after 3 years)	20.31	21.64	22.93	24.24	25.56
Step 3 (after 6 years)	20.70	22.02	23.39	24.69	26.01
Step 4 (after 9 years)	21.05	22.46	23.72	25.08	26.41

Community Field Coordinator Rate

Step 1 (basic rate)	26.32	27.69	29.00	30.26	31.59
Step 2 (after 3 years)	26.72	28.07	29.44	30.69	32.01
Step 3 (after 6 years)	27.13	28.50	29.80	31.10	32.43
Step 4 (after 9 years)	27.61	28.93	30.16	31.55	32.88

02/01/10 - 08/31/10

1%

Basic Paraprofessional Rate

	Base	30 Credits	60 Credits	90 Credits	BA
Step 1 (basic rate)	16.27	17.64	18.94	20.21	21.56
Step 2 (after 3 years)	16.68	18.02	19.34	20.67	22.01
Step 3 (after 6 years)	17.06	18.44	19.78	21.08	22.42
Step 4 (after 9 years)	17.44	18.86	20.13	21.50	22.84

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

Step 1 (basic rate)	20.08	21.47	22.77	24.08	25.42
Step 2 (after 3 years)	20.51	21.85	23.16	24.48	25.82
Step 3 (after 6 years)	20.91	22.24	23.63	24.93	26.27
Step 4 (after 9 years)	21.26	22.68	23.96	25.33	26.67

Community Field Coordinator Rate

Step 1 (basic rate)	26.58	27.97	29.29	30.56	31.90
Step 2 (after 3 years)	26.99	28.36	29.73	30.99	32.33
Step 3 (after 6 years)	27.40	28.79	30.09	31.41	32.76
Step 4 (after 9 years)	27.89	29.22	30.46	31.87	33.21

Salary Schedule - Substitute Teachers

	9/1/2006	9/1/2007	9/1/2008	2/1/2009	9/1/2009	2/1/2010
Percent increase	2%	3%	3%	1%	3%	1%
Per Diem	112.78	116.16	119.65	120.84	124.47	125.71
Long Term - After 10 days	125.46	129.23	133.10	134.43	138.47	139.85
Long Term - After 30 days	227.01	233.82	240.84	243.25	250.54	253.05
Cluster	137.30	141.42	145.66	147.12	151.53	153.05

Effective September 1, 2004, the Long Term* (after 30 days) rate shall take effect after twenty-five (25) consecutive workdays in the same assignment. Effective 9/1/07, all substitute teachers who hold an active, Massachusetts teaching license shall receive a differential equal to three percent (3%) of the per diem rate.