

## 7 hrs Paraprofessionals

First step, last step and 2 middle steps

Comparable District Step	Bachelor hourly rate	Brookline Step	Brookline Rate	Difference
<b>Belmont</b>				
Step 1	\$ 19.01	Step 2	\$ 19.89	\$ (0.88)
Step 2	\$ 21.08	Step 3	\$ 20.86	\$ 0.22
Step 3	\$ 22.78	Step 4	\$ 21.80	\$ 0.98
Step 4	\$ 24.72	Step 5	\$ 22.71	\$ 2.01
<b>Boston 9/2/19</b>				
Step 1 (basic rate)	\$ 27.57	Step 2	\$ 19.89	\$ 7.68
Step 2 (after 3 years)	\$ 28.09	Step 5	\$ 22.71	\$ 5.38
Step 3 (after 6 years)	\$ 28.59	Step 8	\$ 24.02	\$ 4.57
Step 4 (after 9 years)	\$ 29.13	Step 10	\$ 24.94	\$ 4.19
<b>Cambridge</b>				
Step 1	\$ 29.38	Step 2	\$ 19.89	\$ 9.49
Step 4	\$ 31.58	Step 5	\$ 22.71	\$ 8.87
Step 7	\$ 32.93	Step 8	\$ 24.02	\$ 8.91
Step 10	\$ 34.85	Step 10	\$ 24.94	\$ 9.91
<b>Lexington 9/1/19</b>				
Step 1	\$ 18.37	Step 2	\$ 19.89	\$ (1.52)
Step 2	\$ 19.84	Step 3	\$ 20.86	\$ (1.02)
Step 4	\$ 21.58	Step 4	\$ 21.80	\$ (0.22)
Step 6	\$ 22.34	Step 6	\$ 23.13	\$ (0.79)
<b>Newton 2/1/20</b>				
Step 1	\$ 19.94	Step 2	\$ 19.89	\$ 0.04
Step 5	\$ 22.06	Step 5	\$ 22.71	\$ (0.65)
Step 8	\$ 26.18	Step 8	\$ 24.02	\$ 2.17
Step 14	\$ 37.86	Step 10	\$ 24.94	\$ 12.93
<b>Wellesley</b>				
Step 1	\$ 26.21	Step 2	\$ 19.89	\$ 6.32
Step 3	\$ 27.53	Step 3	\$ 20.86	\$ 6.67
Step 4	\$ 28.91	Step 4	\$ 21.80	\$ 7.11
Step 5	\$ 30.47	Step 5	\$ 22.71	\$ 7.76
<b>Winchester</b>				
Step 1	\$ 21.98	Step 2	\$ 19.89	\$ 2.09
Step 3	\$ 23.31	Step 4	\$ 21.80	\$ 1.51
Step 5	\$ 24.73	Step 6	\$ 23.13	\$ 1.60
Step 7	\$ 25.48	Step 7	\$ 23.57	\$ 1.91

**Schedule 2 Paraprofessional**

**Brookline Living Wage**

Hourly Rate	Hours Per Day	Days per Year	Total Wages	Daily Rate
\$ 14.54	7.5	260	\$ 28,353.00	\$ 109.05

Breakdown of days: 239 Working Days, 11 Holidays, 10 Vacation Days

Step	FY20 Hourly Rate	Hours Per Day	Days per Year	Total Wages	Daily Rate	Annualized to 260
						Days
2	\$ 19.8922	7	189	\$ 26,317.38	\$ 139.25	\$ 36,203.80
5	\$ 22.7131	7	189	\$ 30,049.43	\$ 158.99	\$ 41,337.84
8	\$ 24.0171	7	189	\$ 31,774.62	\$ 168.12	\$ 43,711.12
10	\$ 24.9351	7	189	\$ 32,989.14	\$ 174.55	\$ 45,381.88

Breakdown of days: 180 School Days, 6 Holidays, 2 Orientation Days, 1 Professional Development Day