

SCHOOL COMMITTEE PROPOSED TABLES FOR EDUCATION SUPPORT PERSONNEL FY25-FY27

FY	TO CALCULATE		STEP	NO DEGREE		W/DEGREE	
	HOURLY RATE:			HOURLY	ANNUAL	HOURLY	ANNUAL
2023-2024			1	\$ 19.16	\$ 21,969	\$ 20.44	\$ 23,433
	ANNUAL	\$ 21,969	2	\$ 19.68	\$ 22,561	\$ 21.79	\$ 24,984
	/ DAYS	181	3	\$ 20.20	\$ 23,155	\$ 22.52	\$ 25,811
	/HOURS	6.3333	4	\$ 20.75	\$ 23,788	\$ 23.25	\$ 26,649
	=HOURLY	\$ 19.16	5	\$ 21.30	\$ 24,421	\$ 24.03	\$ 27,541
			6	\$ 21.88	\$ 25,083	\$ 24.77	\$ 28,399
			7	\$ 23.09	\$ 26,471	\$ 26.18	\$ 30,008

Year 1: ADD \$2 PER HOUR (THEN ROUND TO \$0.50), ADD RBT TABLE AT \$2 PER HOUR HIGHER THAN DEGREE TABLE; Year 2: ADD \$1 PER HOUR; Year 3: ADD \$1 PER HOUR. OFFER 2 TABLES (NON-RBT): 6 HR 20 MIN 182 DAY (SAME AS CURRENT, PLUS 1 PD DAY) OR 7 HR 184 DAY. ALL NEW HIRES GO ON 7 HR TABLE. CURRENT ESP'S HAVE OPTION OF BOTH FOR YEARS 1 & 2; ALL MOVE TO 7 HOURS IN YEAR 3. PHASE OUT USE OF CONTRACTED SERVICE OVER THREE YEARS.

FY	7:00 HOUR/184 DAY TABLE				7 HOUR/184 DAY TABLE			6:20 HOUR/182 DAY TABLE					
	STEP	NO DEGREE		W/DEGREE		STEP	RBT		STEP	NO DEGREE		W/DEGREE	
		HOURLY	ANNUAL	HOURLY	ANNUAL		HOURLY	ANNUAL		HOURLY	ANNUAL	HOURLY	ANNUAL
2024-2025	1	\$ 21.50	\$ 27,692	\$ 23.00	\$ 29,624	1	\$ 25.00	\$ 32,200	1	\$ 21.50	\$ 24,769	\$ 23.00	\$ 26,497
	2	\$ 22.00	\$ 28,336	\$ 24.00	\$ 30,912	2	\$ 26.00	\$ 33,488	2	\$ 22.00	\$ 25,345	\$ 24.00	\$ 27,649
	3	\$ 22.50	\$ 28,980	\$ 25.00	\$ 32,200	3	\$ 27.00	\$ 34,776	3	\$ 22.50	\$ 25,921	\$ 25.00	\$ 28,802
	4	\$ 23.00	\$ 29,624	\$ 26.00	\$ 33,488	4	\$ 28.00	\$ 36,064	4	\$ 23.00	\$ 26,497	\$ 26.00	\$ 29,954
	5	\$ 23.50	\$ 30,268	\$ 27.00	\$ 34,776	5	\$ 29.00	\$ 37,352	5	\$ 23.50	\$ 27,073	\$ 27.00	\$ 31,106
	6	\$ 24.50	\$ 31,556	\$ 28.00	\$ 36,064	6	\$ 30.00	\$ 38,640	6	\$ 24.50	\$ 28,225	\$ 28.00	\$ 32,258
	7	\$ 25.50	\$ 32,844	\$ 29.00	\$ 37,352	7	\$ 31.00	\$ 39,928	7	\$ 25.50	\$ 29,378	\$ 29.00	\$ 33,410

FY	7:00 HOUR/184 DAY TABLE				7 HOUR/184 DAY TABLE			6:20 HOUR/182 DAY TABLE					
	STEP	NO DEGREE		W/DEGREE		STEP	RBT		STEP	NO DEGREE		W/DEGREE	
		HOURLY	ANNUAL	HOURLY	ANNUAL		HOURLY	ANNUAL		HOURLY	ANNUAL	HOURLY	ANNUAL
2025-2026	1	\$ 22.50	\$ 28,980	\$ 24.00	\$ 30,912	1	\$ 26.00	\$ 33,488	1	\$ 22.50	\$ 25,921	\$ 24.00	\$ 27,649
	2	\$ 23.00	\$ 29,624	\$ 25.00	\$ 32,200	2	\$ 27.00	\$ 34,776	2	\$ 23.00	\$ 26,497	\$ 25.00	\$ 28,802
	3	\$ 23.50	\$ 30,268	\$ 26.00	\$ 33,488	3	\$ 28.00	\$ 36,064	3	\$ 23.50	\$ 27,073	\$ 26.00	\$ 29,954
	4	\$ 24.00	\$ 30,912	\$ 27.00	\$ 34,776	4	\$ 29.00	\$ 37,352	4	\$ 24.00	\$ 27,649	\$ 27.00	\$ 31,106
	5	\$ 24.50	\$ 31,556	\$ 28.00	\$ 36,064	5	\$ 30.00	\$ 38,640	5	\$ 24.50	\$ 28,225	\$ 28.00	\$ 32,258
	6	\$ 25.50	\$ 32,844	\$ 29.00	\$ 37,352	6	\$ 31.00	\$ 39,928	6	\$ 25.50	\$ 29,378	\$ 29.00	\$ 33,410
	7	\$ 26.50	\$ 34,132	\$ 30.00	\$ 38,640	7	\$ 32.00	\$ 41,216	7	\$ 26.50	\$ 30,530	\$ 30.00	\$ 34,562

FY	7:00 HOUR/184 DAY TABLE				7 HOUR/184 DAY TABLE			
	STEP	NO DEGREE		W/DEGREE		STEP	RBT	
		HOURLY	ANNUAL	HOURLY	ANNUAL		HOURLY	ANNUAL
2026-2027	1	\$ 23.50	\$ 30,268	\$ 25.00	\$ 32,200	1	\$ 27.00	\$ 34,776
	2	\$ 24.00	\$ 30,912	\$ 26.00	\$ 33,488	2	\$ 28.00	\$ 36,064
	3	\$ 24.50	\$ 31,556	\$ 27.00	\$ 34,776	3	\$ 29.00	\$ 37,352
	4	\$ 25.00	\$ 32,200	\$ 28.00	\$ 36,064	4	\$ 30.00	\$ 38,640
	5	\$ 25.50	\$ 32,844	\$ 29.00	\$ 37,352	5	\$ 31.00	\$ 39,928
	6	\$ 26.50	\$ 34,132	\$ 30.00	\$ 38,640	6	\$ 32.00	\$ 41,216
	7	\$ 27.50	\$ 35,420	\$ 31.00	\$ 39,928	7	\$ 33.00	\$ 42,504

TTA PROPOSED TABLES FOR EDUCATION SUPPORT PERSONNEL FY25-FY27

FY	TO CALCULATE		STEP	NO DEGREE		W/DEGREE	
	HOURLY RATE:			HOURLY	ANNUAL	HOURLY	ANNUAL
2023-2024			1	\$ 19.16	\$ 21,969	\$ 20.44	\$ 23,433
	ANNUAL	\$ 21,969	2	\$ 19.68	\$ 22,561	\$ 21.79	\$ 24,984
	/ DAYS	181	3	\$ 20.20	\$ 23,155	\$ 22.52	\$ 25,811
	/HOURS	6.3333	4	\$ 20.75	\$ 23,788	\$ 23.25	\$ 26,649
	=HOURLY	\$ 19.16	5	\$ 21.30	\$ 24,421	\$ 24.03	\$ 27,541
			6	\$ 21.88	\$ 25,083	\$ 24.77	\$ 28,399
			7	\$ 23.09	\$ 26,471	\$ 26.18	\$ 30,008

NEW SALARY TABLES AS PER BELOW

FY	TO CALCULATE		STEP	NO DEGREE		W/DEGREE	
	HOURLY RATE:			HOURLY	ANNUAL	HOURLY	ANNUAL
2024-2025			1	\$ 34.89	\$ 40,000	\$ 36.17	\$ 41,464
	ANNUAL	\$ 40,000	2	\$ 35.41	\$ 40,592	\$ 37.52	\$ 43,015
	/ DAYS	181	3	\$ 35.93	\$ 41,186	\$ 38.25	\$ 43,842
	/HOURS	6.3333	4	\$ 36.48	\$ 41,819	\$ 38.98	\$ 44,680
	=HOURLY	\$ 34.89	5	\$ 37.03	\$ 42,452	\$ 39.75	\$ 45,572
			6	\$ 37.61	\$ 43,114	\$ 40.50	\$ 46,430

FY	TO CALCULATE		STEP	NO DEGREE		W/DEGREE	
	HOURLY RATE:			HOURLY	ANNUAL	HOURLY	ANNUAL
2025-2026			1	\$ 36.45	\$ 41,785	\$ 37.73	\$ 43,249
	ANNUAL	\$ 41,785	2	\$ 36.97	\$ 42,377	\$ 39.08	\$ 44,800
	/ DAYS	181	3	\$ 37.49	\$ 42,971	\$ 39.80	\$ 45,627
	/HOURS	6.3333	4	\$ 38.04	\$ 43,604	\$ 40.53	\$ 46,465
	=HOURLY	\$ 36.45	5	\$ 38.59	\$ 44,237	\$ 41.31	\$ 47,357
			6	\$ 39.17	\$ 44,899	\$ 42.06	\$ 48,215

FY	TO CALCULATE		STEP	NO DEGREE		W/DEGREE	
	HOURLY RATE:			HOURLY	ANNUAL	HOURLY	ANNUAL
2026-2027			1	\$ 38.01	\$ 43,570	\$ 39.29	\$ 45,034
	ANNUAL	\$ 43,570	2	\$ 38.52	\$ 44,162	\$ 40.64	\$ 46,585
	/ DAYS	181	3	\$ 39.04	\$ 44,756	\$ 41.36	\$ 47,412
	/HOURS	6.3333	4	\$ 39.60	\$ 45,389	\$ 42.09	\$ 48,250
	=HOURLY	\$ 38.01	5	\$ 40.15	\$ 46,022	\$ 42.87	\$ 49,142
			6	\$ 40.72	\$ 46,684	\$ 43.62	\$ 50,000