

Weymouth School Committee
Budget Sub-Committee with Full School Committee
Agenda
March 4, 2020
6:00 p.m.
School Administration Building

Agenda:

- WeyCare - Fee Review
- School Lunch - Fee Review
- Extended School Year (ESY) - Rate Recommendations
- Student Opportunity Act (SOA) - Review Plan and Discuss
- Non-Union Salary - Review Discussion

The three members of the Budget Subcommittee wish to encourage all members of the School Committee to attend and participate in budget discussions whenever they like. Because the Open Meeting Law requires that any meeting that includes a quorum of school committee members (4) deliberating on matters under their jurisdiction be posted as a meeting of the full committee, all Budget Subcommittee meetings are listed as full School Committee meetings.

Johnson Early Childhood Center

Before School Hours: 7:00 AM - 8:15 AM		
Days per week	First child	Add'l Children
5	\$149.00	\$129.00
4	\$122.00	\$105.00
3	\$91.50	\$78.50
2	\$61.00	\$52.50
1	\$30.50	\$26.00
Morning Drop-in: \$8.00		
After School Hours: 2:30 PM - 6:00 PM		
5	\$345.50	\$300.00
4	\$277.00	\$239.50
3	\$208.00	\$180.00
2	\$138.00	\$120.00
1	\$69.50	\$60.00
Afternoon Drop-in: \$20.00		
\$16.50		

No a.m. Johnson program at this time

Primary Schools

Before School Hours: 7:00 AM - 8:50 AM		
Days per week	First child	Add'l Children
5	\$223.00	\$193.00
4	\$181.00	\$155.00
3	\$136.00	\$116.50
2	\$90.00	\$77.00
1	\$45.00	\$39.00
Morning Drop-in: \$13.50		
After School Hours: 3:15 PM - 6:00 PM		
5	\$272.00	\$236.50
4	\$218.50	\$189.00
3	\$164.00	\$141.50
2	\$109.00	\$94.50
1	\$54.50	\$47.50
Afternoon Drop-in: \$15.50		
\$13.50		

Abigail Adams Middle School

Before School Hours: 7:00 AM - 8:10 AM		
Days per week	First child	Add'l Children
5	\$124.00	\$107.00
4	\$101.00	\$88.00
3	\$76.00	\$66.00
2	\$50.50	\$44.00
1	\$25.00	\$22.00
Morning Drop-in: \$7.00		
After School Hours: 2:45 PM - 6:00 PM		
5	\$325.50	\$283.50
4	\$260.50	\$227.00
3	\$195.50	\$170.00
2	\$130.00	\$113.00
1	\$65.00	\$56.50
Afternoon Drop-in: \$19.00		
\$15.50		

School Committee Approved 6/6/19

Johnson Early Childhood Center

After School Hours: 2:30 PM - 6:00 PM		
5	\$354.00	\$308.00
4	\$284.00	\$245.00
3	\$213.00	\$185.00
2	\$141.00	\$123.00
1	\$71.00	\$62.00
Afternoon Drop-in:	\$21.00	\$17.00

Primary Schools

Before School Hours: 7:00 AM - 8:50 AM		
Days per week	First child	Add'l Children
5	\$229.00	\$198.00
4	\$184.00	\$159.00
3	\$139.00	\$119.00
2	\$92.00	\$79.00
1	\$46.00	\$40.00
Morning Drop-in:	\$14.00	\$12.00
After School Hours: 3:15 PM - 6:00 PM		
5	\$279.00	\$242.00
4	\$224.00	\$194.00
3	\$168.00	\$145.00
2	\$112.00	\$97.00
1	\$56.00	\$49.00
Afternoon Drop-in:	\$16.00	\$14.00

Johnson Early Childhood Center

After School Hours: 2:30 PM - 6:00 PM		
5	\$363.00	\$315.00
4	\$291.00	\$252.00
3	\$218.00	\$189.00
2	\$145.00	\$126.00
1	\$73.00	\$63.00
Afternoon Drop-in:		\$18.00

Primary Schools

Before School Hours: 7:00 AM - 8:50 AM		
Days per week	First child	Add'l Children
5	\$234.00	\$203.00
4	\$190.00	\$163.00
3	\$143.00	\$122.00
2	\$95.00	\$81.00
1	\$47.00	\$41.00
Morning Drop-in:		\$12.50
After School Hours: 3:15 PM - 6:00 PM		
5	\$286.00	\$248.00
4	\$229.00	\$198.00
3	\$172.00	\$149.00
2	\$114.00	\$99.00
1	\$57.00	\$50.00
Afternoon Drop-in:		\$14.50

Johnson Early Childhood Center

Before School Hours: 7:00 AM - 8:15 AM			
Days per week	First child	Add'l Children	
5	\$129.00	\$110.00	
4	\$105.00	\$89.00	
3	\$79.00	\$67.00	
2	\$52.50	\$45.00	
1	\$26.00	\$22.00	
Morning Drop-in:		\$7.00	\$5.00
After School Hours: 2:30 PM - 6:00 PM			
5	\$300.00	\$255.00	
4	\$239.50	\$204.00	
3	\$180.00	\$152.00	
2	\$120.00	\$102.00	
1	\$60.00	\$51.50	
Afternoon Drop-in:		\$16.50	\$14.50

No a.m. Johnson program at this time

Primary Schools

Before School Hours: 7:00 AM - 8:50 AM			
Days per week	First child	Add'l Children	
5	\$193.00	\$164.00	
4	\$155.50	\$132.50	
3	\$116.50	\$99.00	
2	\$77.50	\$66.00	
1	\$39.00	\$33.50	
Morning Drop-in:		\$11.50	\$9.50
After School Hours: 3:15 PM - 6:00 PM			
5	\$236.00	\$200.50	
4	\$189.00	\$160.50	
3	\$142.00	\$121.00	
2	\$95.00	\$81.00	
1	\$47.00	\$40.00	
Afternoon Drop-in:		\$13.50	\$11.50

Abigail Adams Middle School

Before School Hours: 7:00 AM - 8:10 AM			
Days per week	First child	Add'l Children	
5	\$107.00	\$91.00	
4	\$88.00	\$74.50	
3	\$66.00	\$56.50	
2	\$44.00	\$38.00	
1	\$22.00	\$19.00	
Morning Drop-in:		\$6.00	\$5.00
After School Hours: 2:45 PM - 6:00 PM			
5	\$283.50	\$241.50	
4	\$227.00	\$193.00	
3	\$170.00	\$145.00	
2	\$114.00	\$97.00	
1	\$56.50	\$48.00	
Afternoon Drop-in:		\$15.50	\$13.50

Johnson Early Childhood Center

After School Hours: 2:30 PM - 6:00 PM		
5	\$308.00	\$261.00
4	\$245.00	\$209.00
3	\$185.00	\$156.00
2	\$123.00	\$105.00
1	\$62.00	\$53.00
Afternoon Drop-in:		\$17.00

Primary Schools

Before School Hours: 7:00 AM - 8:50 AM		
Days per week	First child	Add'l Children
5	\$198.00	\$168.00
4	\$159.00	\$136.00
3	\$119.00	\$101.00
2	\$79.00	\$68.00
1	\$40.00	\$34.00
Morning Drop-in:		\$10.00
After School Hours: 3:15 PM - 6:00 PM		
5	\$242.00	\$206.00
4	\$194.00	\$165.00
3	\$145.00	\$124.00
2	\$97.00	\$83.00
1	\$48.00	\$41.00
Afternoon Drop-in:		\$14.00

Johnson Early Childhood Center

After School Hours: 2:30 PM - 6:00 PM		
5	\$315.00	\$268.00
4	\$241.00	\$214.00
3	\$189.00	\$160.00
2	\$126.00	\$107.00
1	\$63.00	\$54.00
Afternoon Drop-in:		\$17.50

Primary Schools

Before School Hours: 7:00 AM - 8:50 AM		
Days per week	First child	Add'l Children
5	\$203.00	\$172.00
4	\$163.00	\$139.00
3	\$122.00	\$104.00
2	\$81.00	\$69.00
1	\$41.00	\$35.00
Morning Drop-in:		\$12.50
After School Hours: 3:15 PM - 6:00 PM		
5	\$248.00	\$211.00
4	\$198.00	\$169.00
3	\$149.00	\$127.00
2	\$100.00	\$85.00
1	\$49.00	\$42.00
Afternoon Drop-in:		\$14.50

Weymouth Public Schools
School Food Service
2/28/2020

USDA: Paid Lunch Equity

Lunch Prices	School Year 2018-2019*		School Year 2019-2020		School Year 2020-2021	
	WPS	Min Req'd Rate	WPS	Min Req'd Rate	WPS	Min Req'd Rate
Adult Lunch	\$ 3.25	\$ 3.55	\$ 3.25	\$ 3.66	\$ 4.00	\$ 3.77
Student Lunch - Primary	\$ 2.75	\$ 2.75	\$ 2.75	\$ 2.83	\$ 3.00	\$ 2.92
Student Lunch - Secondary	\$ 3.00	\$ 3.00	\$ 3.00	\$ 3.09	\$ 3.25	\$ 3.18
Student Breakfast - Primary	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.03	\$ 1.10	\$ 1.06
Student Breakfast - Secondary	\$ 1.40	\$ 1.40	\$ 1.40	\$ 1.44	\$ 1.50	\$ 1.49

*last increase

PROPOSED rate for FY21

*****DRAFT*****DRAFT*****DRAFT*****DRAFT*****DRAFT*****

To: Weymouth Public School Administrators
Cc: Payroll
From: Jennifer Curtis-Whipple, Superintendent
Re: Hourly Rates for Work Beyond the Instructional Day/School Year
Date: xx/xx/xxxx

Effective July 1, 2020, the following hourly rates will be in effect for work done either beyond the regular instructional day or outside of the regular school year. This includes tutoring, curriculum development, professional development, and instruction in summer programs. Grant proposals will use these rates for budgeting purposes. Stipends included as part of any collective bargaining agreement will not be impacted.

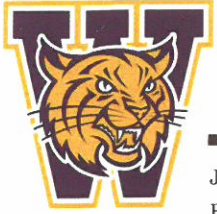
<u>Position</u>	<u>Hourly Rate</u>
Course Instructor	\$50 (includes preparation)
Director	\$35
Q5 Director/Coordinator	\$35 (not to exceed 100 hours)
Lead Teacher	\$35
Teacher/tutor	\$35
ABA Assistant	\$21
Secretary	\$20
Paraprofessional	\$16
CNA Paraprofessional	\$17
BCBA	\$50
Related Service (OT/PT/SLP/SAC)	\$35
Nurse	\$35



Student Opportunity Commitments

The Department has established a template that asks each district to make 4 “Student Opportunity Commitments” in order to close opportunity and achievement gaps among student subgroups:

- 1. Intentionally focus on student subgroups** who are not achieving at the same high levels as their peers;
- 2. Adopt, deepen or continue specific evidence-based programs to close opportunity and achievement gaps** for student subgroups and **allocate resources** to support these programs;
- 3. Monitor success in reducing disparities in achievement among student subgroups** over three years with a small number of metrics and targets; and
- 4. Engage families, particularly those families representing student subgroups** most in need of support, about how best to meet their students’ needs.



WEYMOUTH PUBLIC SCHOOLS

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Jennifer Curtis-Whipple, Ed.D., Superintendent
Brian E. Smith, Assistant Superintendent
Robert E. Wargo, Assistant Superintendent

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DRAFT 2/19/2020

Student Opportunity Act SY 2021-2023 (Short Form)

Commitment 1: Student Subgroups

Focusing on Student Subgroups - Which student subgroups will require focused support to ensure all students achieve at high levels in school and are successfully prepared for life?

As noted in our Accelerated Improvement Plan (AIP) Weymouth Public Schools is committed to ensuring all students achieve success in school and after graduation. Our high needs sub-group has been identified through MCAS achievement data as underperforming. Through an MTSS model for academic, behavioral and social and emotional we are addressing the needs of these students with a tiered systems of support. We hired additional counseling staff, Social Emotional Coaches, an Assistant Director of Social/Emotional Learning, and special education teaching staff to support skill development for students and staff surrounding the identified subgroups' needs.

Commitment 2: Evidence-Based Programs

Using Evidence-Based Programs to Close Gaps What evidence-based programs will your district adopt, deepen, or continue to best support the closure of achievement and opportunity gaps? What resources will you allocate to these programs?

During the 2017-2018 school year, we identified a subgroup of students with special needs requiring enhanced curriculum/programming. Additional staff was added to support this subgroup after an independent review completed by the ACCEPT Collaborative. Professional Development was increased and focused to support this work. Charlie Applestein, Lisa Dieker and Anne Donovan, outside consultants with special education expertise, supported this work with paraprofessionals, teachers, support staff and administrators.



Commitment 3: Monitor

Monitoring Success with Outcome Metrics and Targets What metrics will your district use to monitor success in reducing disparities in achievement among student subgroups?

DESE Metrics: Graduation rates, attendance, DESE provided metrics i.e.: MCAS, VOCAL, District Report Card and Edwin Analytics.

Commitment 4: Family Engagement

Engaging All Families How will your district ensure that all families, particularly those representing the student subgroups most in need of support, have the opportunity to meaningfully engage with the district regarding their students' needs?

To engage our families, we have Special Education Parent Advisory Council and Multilingual Parent Council groups established in the district. We hold multiple large family and engagement community events for parent/guardian(s), community members and students. We utilize a phone call and email communication system to notify, inform and update parent/guardian(s). The updates are translated into our high volume languages.





WEYMOUTH PUBLIC SCHOOLS

Non Union Employee Personnel Policies

Employee Categories/Salary Grades

Each non-union position in the school department is assigned a salary grade according to the duties and responsibilities of the position (see Appendix A). Within each grade, there are ten steps upon which employees may progress based on years of service.

Full Time Employees:

The following positions are considered full time for the purposes of these policies. A full time work schedule is 35 hours per week, 7 hours per day and 52 weeks per year except as noted.

If an employee in one of these categories is hired on a part time basis, salary and benefits will be pro-rated accordingly.

- Secretary: Grade J
- Athletic Trainer: Grade L (work days/hours according to athletic schedule)
- Security Liaison: Grade L
- Head Secretary: Grade M
- Finance Analyst: Grade N
- Technician: Grade O
- WHS Registrar/Asst. Dir of WeyCare: Grade P
- Jr. Systems Administrator Q
- Director of Food Services: Grade R (work hours to accommodate lunch program)
- Supervisor of various departments Grade R

School Year Employees:

The following positions are considered full time during the school year. A school year work schedule is defined for each position.

- CTE Assistant/ Night Security/Weycare Asst. Leader: Grade A Hourly
- EEC (Early Education & Care) certified Teacher (child care): Grade C
Educator calendar, hours determined by building schedule
- EEC (Early Education & Care) certified Lead Teacher (child care): Grade D
Educator calendar, hours determined by building schedule
- Compliance Clerk (SPED): Grade E
Educator calendar + 5 additional days when school is not in session to be determined by the Administrator of Special Education
- School Year Secretary: Grade F
- School Year Head Secretary/Weycare Site Coordinator: Grade G
All school year secretaries will work the Educator calendar plus 10 days when school is not in session (days to be determined by the building principal)
In addition, there will be 10 discretionary days available that may be scheduled, at the request of the principal, at times mutually agreed upon by the secretary and the principal. These days will be paid as additional compensation at the secretary's per diem rate.

- Food Service Manager – Middle School: Grade H
School feeding days + 10 additional days determined by the Food Service director
- Assistant Finance Analyst – Grade H
Educator calendar plus 10 days when school is not in session (days to be determined by the building principal)
- Instructional Tutor-Grade HT
Educator Calendar, hours determined by building schedule
- WeyCare Group Leaders: Grade HW (hourly)
- Food Service Manager – High School and Central Kitchen: Grade I
School feeding days + 10 additional days determined by the Food Service director
- COT/PT/SLP Assistants: Grade M
Educator Calendar, hours determined by building schedule
- BCBA (Autism)/ Orientation & Mobility Specialist – Grade S (Bachelor's Degree), Grade T (Master's Degree)
Educator calendar, hours determined by building schedule

Hours of Employment

Office hours at the Administration Building are 8:30 a.m. to 4:30 p.m. with one hour for lunch, five days a week. School hours vary according to each individual school schedule. Schedule variations to conform to individual school hours will be set by the principal/administrator with the approval of the Superintendent.

Pay Frequency

All non-union employees will be paid bi-weekly.

Adjustments may be made for reductions/additions related to changes in work days or hours. (ex. unpaid leave, additional hours worked at the request of a supervisor, etc.)

Holidays

New Year's Day	Labor Day
Washington's Birthday	Columbus Day
Patriot's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day
Martin Luther King Day	

These holidays will be included in the salary payment if they occur during the workweek.

A day off will be granted on the day after Thanksgiving, when offices are closed.

A day off will be granted on the day after Christmas, when offices are closed.

A day off will be granted on Good Friday, when offices are closed.

No School Days

When schools are closed because of inclement weather and the Superintendent closes the administration building and school offices, the Superintendent may establish a system of limited coverage. When the administration building and school offices are closed, only those individuals asked to do limited coverage, will be granted compensatory time. When schools are closed because of inclement weather, but administration and school offices are open, all non-union staff will have a regular work day and will not receive compensatory time.

Sick Leave

Full-time employees will accrue **1.25** sick days per month or fifteen days per year with no limit on accumulation, and upon retirement, or in the event of death, will receive a payment equal to **20%** of the value of the unused sick days or a maximum payment of **\$4,000.00**.

School year employees will accrue **1.25** sick days per month or twelve days per year with no limit on accumulation, and upon retirement, or in the event of death, will receive a payment equal to **20%** of the value of the unused sick days or a maximum payment of **\$3,000.00**.

Up to five (5) days of the employee's entitlement may be used per year for illness in his/her immediate family.

Vacations

Vacation Leave shall be granted to full time employees according to the following schedule:

<i><u>Length of Continuous Service</u></i>	<i><u>Total Vacation Allotment</u></i>
Zero years but less than five years	Two Weeks (10 days)
Five years but less than ten years	Three Weeks (15 days)
Ten years but less than twenty years	Four Weeks (20 days)
Twenty years or more	Five Weeks (25 days)

Vacations will accrue each month beginning July 1, 2018. The vacation period begins on July 1st and ends on June 30th. Non-union employees may carry over up to ten (10) days' vacation time per year.

Insurance

Any employee working **18.75** or more hours per week will be eligible for health, dental and life insurance.

Retirement

Any employee working **20** or more hours per week is automatically a member of the Weymouth Contributory Retirement System. All employees in the retirement system are subject to the rules and regulations of the Massachusetts Public Employees Retirement System.

Longevity - Effective July 1, 2005

After (15) years of continuous employment - **\$1400**

After (20) years of continuous employment - **\$2200**

After (30) years of continuous employment - **\$3550**

All longevity payments will be made during the last pay period in May. Those employees, who would have fifteen years or more of continuous service by June 30 of the given year, will receive a longevity payment in May. Those employees, who hold a position that is categorized as full time but work fewer than 35 hours per week, will receive a pro-rated payment.

Bereavement

In the event of a death occurring in the immediate family, an employee may be granted bereavement leave without loss of pay up to a maximum of five (5) regular work days commencing either on the day of death or the five (5) regular work days immediately following the day of death. For the purpose of this section, the "immediate family" shall be the employee's spouse, parents, parents-in-law, brother, sister, stepbrother, stepsister, children, foster children, grandchildren or any member of the employee's household.

One (1) day's leave of absence will be granted for the death of a brother-in-law, sister-in-law, own aunt, own uncle, grandparent, daughter-in-law, son-in-law, niece or nephew.

Personal Days

All full time and school year employees may request up to two paid days off per year to conduct business that cannot be completed outside of the work day. Part time employees may request paid time off on a pro-rated basis. Unused personal days may not be carried over to the next year.

Jury Duty

An employee in continuous employment required to serve on the jury and thus, having to be absent from regular duty, may, upon application, be paid the difference between the compensation received from jury duty and his/her regular compensation, upon presentation of an affidavit of jury pay granted.

Physicals

All newly hired employees are subject to a pre-employment physical by a physician appointed by the school committee.

Lunch Breaks

Lunch breaks are one hour long, are to be taken by non-instructional personnel as a normal daily schedule, and cannot be skipped in order to shorten the work day nor accumulated to equal a total day to be taken at a future time.

Breaks

Employees are entitled to a fifteen minute break for every four hours of employment.

Employee Assistance Program (EAP)

The Town of Weymouth provides a confidential and free of charge employee assistance plan (MIAA) for all of our employees and their immediate family members. More information is available through the Office of Human Resources.

FY 20 Non-Union Salary Tables

A-CTE - SY CTE Para

Step	Salary
1	\$ 17,673.86
2	\$ 18,076.77
3	\$ 18,492.53
4	\$ 18,921.57
5	\$ 19,350.40
6	\$ 19,792.08
7	\$ 20,247.04
8	\$ 20,714.85
9	\$ 21,195.73
10	\$ 21,676.61

A-WNU - SY Weycare Para

Step	Salary
1	\$ 17,478.72
2	\$ 17,877.13
3	\$ 18,288.40
4	\$ 18,712.51
5	\$ 19,136.63
6	\$ 19,573.60
7	\$ 20,023.42
8	\$ 20,486.09
9	\$ 20,961.61
10	\$ 21,437.14

C-NU - SY EEC Teacher

Step	Salary
1	\$ 23,119.42
2	\$ 23,650.75
3	\$ 24,194.82
4	\$ 24,750.51
5	\$ 25,320.12
6	\$ 25,903.63
7	\$ 26,498.77
8	\$ 27,106.64
9	\$ 27,730.76
10	\$ 28,368.80

D-NU - SY EEC Lead Teacher

Step	Salary
1	\$ 24,737.73
2	\$ 25,306.19
3	\$ 25,889.71
4	\$ 26,484.84
5	\$ 27,093.88
6	\$ 27,714.53
7	\$ 28,351.41
8	\$ 29,005.70
9	\$ 29,672.77
10	\$ 30,354.89

F-NU - SY Secretary

Step	Salary
1	\$ 28,321.26
2	\$ 28,972.07
3	\$ 29,640.27
4	\$ 30,321.25
5	\$ 31,018.47
6	\$ 31,731.90
7	\$ 32,462.78
8	\$ 33,208.71
9	\$ 33,970.90
10	\$ 34,752.79

G-NU - SY Head Secretary

Step	Salary
1	\$ 30,303.85
2	\$ 31,031.24
3	\$ 31,777.16
4	\$ 32,539.35
5	\$ 33,320.07
6	\$ 34,119.39
7	\$ 34,938.40
8	\$ 35,775.99
9	\$ 36,636.78
10	\$ 37,513.80

GWNU - SY Weycare Site Coord

Step	Salary
1	\$ 30,303.85
2	\$ 31,031.24
3	\$ 31,777.16
4	\$ 32,539.35
5	\$ 33,320.07
6	\$ 34,119.39
7	\$ 34,938.40
8	\$ 35,775.99
9	\$ 36,636.78
10	\$ 37,513.80

H-NU SY Asst Fin Analyst/ Tutor

Step	Salary
1	\$ 32,425.66
2	\$ 33,172.75
3	\$ 33,934.92
4	\$ 34,713.34
5	\$ 35,512.65
6	\$ 36,329.35
7	\$ 37,165.77
8	\$ 38,020.77
9	\$ 38,893.17
10	\$ 39,787.58

HWNU - SY Weycare leader

Step	Salary
1	\$ 19,637.94
2	\$ 20,100.57
3	\$ 20,563.20
4	\$ 21,025.83
5	\$ 21,514.29
6	\$ 22,002.54
7	\$ 22,516.62
8	\$ 23,030.70
9	\$ 23,557.80
10	\$ 24,097.50

I-NU - SY Kitchen Manager

Step	Salary
1	\$ 34,694.77
2	\$ 35,511.49
3	\$ 36,344.43
4	\$ 37,199.43
5	\$ 38,074.12
6	\$ 38,968.55
7	\$ 39,886.19
8	\$ 40,823.54
9	\$ 41,781.78
10	\$ 42,763.20

J-NU - FY Secretary

Step	Salary
1 \$	37,124.01
2 \$	37,996.40
3 \$	38,888.50
4 \$	39,804.99
5 \$	40,740.00
6 \$	41,697.09
7 \$	42,676.20
8 \$	43,679.68
9 \$	44,707.52
10 \$	45,756.25

M-NU - FY Head Secretary

Step	Salary
1 \$	45,480.14
2 \$	46,548.58
3 \$	47,664.58
4 \$	48,760.87
5 \$	49,909.35
6 \$	51,079.89
7 \$	52,281.73
8 \$	53,509.13
9 \$	54,764.33
10 \$	56,053.19

N-NU - FY Finance Analyst

Step	Salary
1 \$	48,659.95
2 \$	49,807.27
3 \$	50,977.80
4 \$	52,175.02
5 \$	53,401.22
6 \$	54,656.45
7 \$	55,941.81
8 \$	57,256.20
9 \$	58,598.43
10 \$	59,976.61

O-NU - FY Technician

Step	Salary
1 \$	52,068.29
2 \$	53,293.33
3 \$	54,543.92
4 \$	55,826.97
5 \$	57,140.20
6 \$	58,480.09
7 \$	59,857.13
8 \$	61,264.32
9 \$	62,701.65
10 \$	64,176.14

P-NU - FY HS Registrar

Step	Salary
1 \$	55,713.30
2 \$	57,023.03
3 \$	58,361.76
4 \$	59,735.31
5 \$	61,140.18
6 \$	62,575.22
7 \$	64,047.37
8 \$	65,551.99
9 \$	67,090.27
10 \$	68,668.00

Q-NU - FY Jr Systems Admin

Step	Salary
1 \$	59,612.34
2 \$	61,016.04
3 \$	62,446.44
4 \$	63,915.11
5 \$	65,418.60
6 \$	66,955.71
7 \$	68,528.78
8 \$	70,141.31
9 \$	71,786.34
10 \$	73,475.41

R-NU - FY Dept. Supervisors

Step	Salary
1 \$	63,785.18
2 \$	65,286.34
3 \$	66,817.65
4 \$	68,389.57
5 \$	69,998.61
6 \$	71,642.45
7 \$	73,328.09
8 \$	75,048.50
9 \$	76,811.83
10 \$	78,618.07

T-NU - SY BCBA & O&M

Step	Salary
1 \$	51,148.56
2 \$	52,797.71
3 \$	55,257.78
4 \$	57,449.44
5 \$	61,001.34
6 \$	63,195.29
7 \$	65,924.91
8 \$	68,439.57
9 \$	71,402.35
10 \$	75,237.47

FY 21 Proposed Non-Union Salary Tables

A-CTE - SY CTE Para

Step	Salary	2.5% COLA
1	\$ 17,673.86	\$ 18,115.71
2	\$ 18,076.77	\$ 18,528.69
3	\$ 18,492.53	\$ 18,954.84
4	\$ 18,921.57	\$ 19,394.61
5	\$ 19,350.40	\$ 19,834.16
6	\$ 19,792.08	\$ 20,286.88
7	\$ 20,247.04	\$ 20,753.22
8	\$ 20,714.85	\$ 21,232.72
9	\$ 21,195.73	\$ 21,725.62
10	\$ 21,676.61	\$ 22,218.53

A-WNU - SY Weycare Para

Step	Salary	2.5% COLA
1	\$ 17,478.72	\$ 17,915.69
2	\$ 17,877.13	\$ 18,324.06
3	\$ 18,288.40	\$ 18,745.61
4	\$ 18,712.51	\$ 19,180.32
5	\$ 19,136.63	\$ 19,615.05
6	\$ 19,573.60	\$ 20,062.94
7	\$ 20,023.42	\$ 20,524.01
8	\$ 20,486.09	\$ 20,998.24
9	\$ 20,961.61	\$ 21,485.65
10	\$ 21,437.14	\$ 21,973.07

C-NU - SY EEC Teacher

Step	Salary	2.5% COLA
1	\$ 23,119.42	\$ 23,697.41
2	\$ 23,650.75	\$ 24,242.02
3	\$ 24,194.82	\$ 24,799.69
4	\$ 24,750.51	\$ 25,369.27
5	\$ 25,320.12	\$ 25,953.12
6	\$ 25,903.63	\$ 26,551.22
7	\$ 26,498.77	\$ 27,161.24
8	\$ 27,106.64	\$ 27,784.31
9	\$ 27,730.76	\$ 28,424.03
10	\$ 28,368.80	\$ 29,078.02

D-NU - SY EEC Lead Teacher

Step	Salary	2.5% COLA
1	\$ 24,737.73	\$ 25,356.17
2	\$ 25,306.19	\$ 25,938.84
3	\$ 25,889.71	\$ 26,536.95
4	\$ 26,484.84	\$ 27,146.96
5	\$ 27,093.88	\$ 27,771.23
6	\$ 27,714.53	\$ 28,407.39
7	\$ 28,351.41	\$ 29,060.20
8	\$ 29,005.70	\$ 29,730.84
9	\$ 29,672.77	\$ 30,414.59
10	\$ 30,354.89	\$ 31,113.76

F-NU - SY Secretary

Step	Salary	2.5% COLA
1	\$ 28,321.26	
2	\$ 28,972.07	
1	\$ 29,640.27	\$ 30,381.28
2	\$ 30,321.25	\$ 31,079.28
3	\$ 31,018.47	\$ 31,793.93
4	\$ 31,731.90	\$ 32,525.20
5	\$ 32,462.78	\$ 33,274.35
6	\$ 33,208.71	\$ 34,038.93
7	\$ 33,970.90	\$ 34,820.17
8	\$ 34,752.79	\$ 35,621.61
9	\$ 35,621.61	\$ 36,512.15
10	\$ 36,512.15	\$ 37,424.95

G-NU - SY Head Secretary

Step	Salary	2.5% COLA
1	\$ 30,303.85	
2	\$ 31,031.24	
1	\$ 31,777.16	\$ 32,571.59
2	\$ 32,539.35	\$ 33,352.83
3	\$ 33,320.07	\$ 34,153.07
4	\$ 34,119.39	\$ 34,972.37
5	\$ 34,938.40	\$ 35,811.86
6	\$ 35,775.99	\$ 36,670.39
7	\$ 36,636.78	\$ 37,552.70
8	\$ 37,513.80	\$ 38,451.65
9	\$ 38,451.65	\$ 39,412.94
10	\$ 39,412.94	\$ 40,398.26

GWNU - SY Weycare Site Coord

Step	Salary	2.5% COLA
1	\$ 30,303.85	\$ 31,061.45
2	\$ 31,031.24	\$ 31,807.02
3	\$ 31,777.16	\$ 32,571.59
4	\$ 32,539.35	\$ 33,352.83
5	\$ 33,320.07	\$ 34,153.07
6	\$ 34,119.39	\$ 34,972.37
7	\$ 34,938.40	\$ 35,811.86
8	\$ 35,775.99	\$ 36,670.39
9	\$ 36,636.78	\$ 37,552.70
10	\$ 37,513.80	\$ 38,451.65

H-NU SY Asst Fin Analyst/HTNU Tutor

Step	Salary	2.5% COLA
1	\$ 32,425.66	\$ 33,236.30
2	\$ 33,172.75	\$ 34,002.07
3	\$ 33,934.92	\$ 34,783.29
4	\$ 34,713.34	\$ 35,581.17
5	\$ 35,512.65	\$ 36,400.47
6	\$ 36,329.35	\$ 37,237.58
7	\$ 37,165.77	\$ 38,094.91
8	\$ 38,020.77	\$ 38,971.29
9	\$ 38,893.17	\$ 39,865.50
10	\$ 39,787.58	\$ 40,782.27

HWNU - SY Weycare Group leader**I-NU - SY HS Kitchen FS Manager****J-NU - FY Secretary****M-NU - FY Head Secretary**

Step	Salary	2.5% COLA	Step	Salary	2.5% COLA	Step	Salary	2.5% COLA	Step	Salary	2.5% COLA
1	\$ 19,637.94	\$ 20,128.89	1	\$ 34,694.77	\$ 35,562.14	1	\$ 37,124.01	\$ 38,052.11	1	\$ 45,480.14	\$ 46,617.14
2	\$ 20,100.57	\$ 20,603.08	2	\$ 35,511.49	\$ 36,399.28	2	\$ 37,996.40	\$ 38,946.31	2	\$ 46,548.58	\$ 47,712.29
3	\$ 20,563.20	\$ 21,077.28	3	\$ 36,344.43	\$ 37,253.04	3	\$ 38,888.50	\$ 39,860.71	3	\$ 47,664.58	\$ 48,856.19
4	\$ 21,025.83	\$ 21,551.48	4	\$ 37,199.43	\$ 38,129.42	4	\$ 39,804.99	\$ 40,800.11	4	\$ 48,760.87	\$ 49,979.89
5	\$ 21,514.29	\$ 22,052.15	5	\$ 38,074.12	\$ 39,025.97	5	\$ 40,740.00	\$ 41,758.50	5	\$ 49,909.35	\$ 51,157.08
6	\$ 22,002.54	\$ 22,552.60	6	\$ 38,968.55	\$ 39,942.76	6	\$ 41,697.09	\$ 42,739.52	6	\$ 51,079.89	\$ 52,356.89
7	\$ 22,516.62	\$ 23,079.54	7	\$ 39,886.19	\$ 40,883.34	7	\$ 42,676.20	\$ 43,743.11	7	\$ 52,281.73	\$ 53,588.77
8	\$ 23,030.70	\$ 23,606.47	8	\$ 40,823.54	\$ 41,844.13	8	\$ 43,679.68	\$ 44,771.67	8	\$ 53,509.13	\$ 54,846.86
9	\$ 23,557.80	\$ 24,146.75	9	\$ 41,781.78	\$ 42,826.32	9	\$ 44,707.52	\$ 45,825.21	9	\$ 54,764.33	\$ 56,133.44
10	\$ 24,097.50	\$ 24,699.94	10	\$ 42,763.20	\$ 43,832.28	10	\$ 45,756.25	\$ 46,900.16	10	\$ 56,053.19	\$ 57,454.52

N-NU - FY Finance Analyst**O-NU - FY Technician****P-NU - FY HS Registrar/Ast Weycare****Q-NU - FY Jr Systems Admin**

Step	Salary	2.5% COLA	Step	Salary	2.5% COLA	Step	Salary	2.5% COLA	Step	Salary	2.5% COLA
1	\$ 48,659.95	\$ 49,876.45	1	\$ 52,068.29	\$ 53,370.00	1	\$ 55,713.30	\$ 57,106.13	1	\$ 59,612.34	\$ 61,102.65
2	\$ 49,807.27	\$ 51,052.45	2	\$ 53,293.33	\$ 54,625.66	2	\$ 57,023.03	\$ 58,448.61	2	\$ 61,016.04	\$ 62,541.44
3	\$ 50,977.80	\$ 52,252.25	3	\$ 54,543.92	\$ 55,907.52	3	\$ 58,361.76	\$ 59,820.80	3	\$ 62,446.44	\$ 64,007.60
4	\$ 52,175.02	\$ 53,479.40	4	\$ 55,826.97	\$ 57,222.64	4	\$ 59,735.31	\$ 61,228.69	4	\$ 63,915.11	\$ 65,512.99
5	\$ 53,401.22	\$ 54,736.25	5	\$ 57,140.20	\$ 58,568.71	5	\$ 61,140.18	\$ 62,668.68	5	\$ 65,418.60	\$ 67,054.07
6	\$ 54,656.45	\$ 56,022.86	6	\$ 58,480.09	\$ 59,942.09	6	\$ 62,575.22	\$ 64,139.60	6	\$ 66,955.71	\$ 68,629.60
7	\$ 55,941.81	\$ 57,340.36	7	\$ 59,857.13	\$ 61,353.56	7	\$ 64,047.37	\$ 65,648.55	7	\$ 68,528.78	\$ 70,242.00
8	\$ 57,256.20	\$ 58,687.61	8	\$ 61,264.32	\$ 62,795.93	8	\$ 65,551.99	\$ 67,190.79	8	\$ 70,141.31	\$ 71,894.84
9	\$ 58,598.43	\$ 60,063.39	9	\$ 62,701.65	\$ 64,269.19	9	\$ 67,090.27	\$ 68,767.53	9	\$ 71,786.34	\$ 73,581.00
10	\$ 59,976.61	\$ 61,476.03	10	\$ 64,176.14	\$ 65,780.54	10	\$ 68,668.00	\$ 70,384.70	10	\$ 73,475.41	\$ 75,312.30

R-NU - FY Dept. Supervisors

Step	Salary	2.5% COLA
1	\$ 63,785.18	\$ 65,379.81
2	\$ 65,286.34	\$ 66,918.50
3	\$ 66,817.65	\$ 68,488.09
4	\$ 68,389.57	\$ 70,099.31
5	\$ 69,998.61	\$ 71,748.58
6	\$ 71,642.45	\$ 73,433.51
7	\$ 73,328.09	\$ 75,161.29
8	\$ 75,048.50	\$ 76,924.71
9	\$ 76,811.83	\$ 78,732.13
10	\$ 78,618.07	\$ 80,583.52

T-NU - SY BCBA & O&M

Step	Salary	2.5% COLA
1	\$ 51,148.56	
2	\$ 52,797.71	
3	\$ 55,257.78	
1	\$ 57,449.44	\$ 58,885.68
2	\$ 61,001.34	\$ 62,526.37
3	\$ 63,195.29	\$ 64,775.17
4	\$ 65,924.91	\$ 67,573.03
5	\$ 68,439.57	\$ 70,150.56
6	\$ 71,402.35	\$ 73,187.41
7	\$ 75,237.47	\$ 77,118.41
8	\$ 77,118.41	\$ 79,046.37
9	\$ 79,046.37	\$ 81,022.53
10	\$ 81,022.53	\$ 83,048.09
11		\$ 85,124.30
12		\$ 87,252.40