

PARA-EDUCATOR, CNA & TUTOR

7/1/2020

	0-5 years	6-10 years	11+ years
HQ/Associates or 60 Credits	\$ 16.65	\$ 18.26	\$ 20.28
Bachelors	\$ 17.18	\$ 19.02	\$ 21.05

7/1/2021

	HQ/Associates or 60 Credits	Bachelors
1 year	\$ 17.33	\$ 17.87
2 year	\$ 17.63	\$ 18.17
3 year	\$ 17.93	\$ 18.47
4 year	\$ 18.23	\$ 18.77
5 year	\$ 18.53	\$ 19.07
6 year	\$ 18.97	\$ 19.75
7 year	\$ 19.27	\$ 20.05
8 year	\$ 19.57	\$ 20.35
9 year	\$ 19.87	\$ 20.65
10 year	\$ 20.17	\$ 20.95
11+ years	\$ 21.03	\$ 21.82

7/1/2022

	HQ/Associates or 60 Credits	Bachelors
1 year	\$ 17.68	\$ 18.23
2 year	\$ 17.98	\$ 18.53
3 year	\$ 18.29	\$ 18.84
4 year	\$ 18.59	\$ 19.15
5 year	\$ 18.90	\$ 19.45
6 year	\$ 19.35	\$ 20.15
7 year	\$ 19.66	\$ 20.45
8 year	\$ 19.96	\$ 20.76
9 year	\$ 20.27	\$ 21.07
10 year	\$ 20.58	\$ 21.37
11+ years	\$ 21.45	\$ 22.26

7/1/2023

	HQ/Associates or 60 Credits	Bachelors
1 year	\$ 18.03	\$ 18.59
2 year	\$ 18.34	\$ 18.90
3 year	\$ 18.65	\$ 19.22
4 year	\$ 18.97	\$ 19.53
5 year	\$ 19.28	\$ 19.84
6 year	\$ 19.74	\$ 20.55
7 year	\$ 20.05	\$ 20.86
8 year	\$ 20.36	\$ 21.18
9 year	\$ 20.68	\$ 21.49
10 year	\$ 20.99	\$ 21.80
11+ years	\$ 21.88	\$ 22.71

LPN & HEALTH ASSISTANT

7/1/2020

	0-5 years	6-10 years	11+ years
HQ/Associates or 60 Credits	\$ 25.70	\$ 27.82	\$ 28.27
Bachelors	\$ 26.40	\$ 28.43	\$ 28.90

7/1/2021

	HQ/Associates or 60 Credits	Bachelors
1 year	\$ 32.75	\$ 33.50
2 year	\$ 32.80	\$ 33.55
3 year	\$ 32.85	\$ 33.60
4 year	\$ 32.90	\$ 33.65
5 year	\$ 32.95	\$ 33.70
6 year	\$ 33.00	\$ 33.75
7 year	\$ 33.05	\$ 33.80
8 year	\$ 33.10	\$ 33.85
9 year	\$ 33.15	\$ 33.90
10 year	\$ 33.20	\$ 33.95
11+ years	\$ 33.25	\$ 34.00

7/1/2022

	HQ/Associates or 60 Credits	Bachelors
1 year	\$ 33.41	\$ 34.17
2 year	\$ 33.46	\$ 34.22
3 year	\$ 33.51	\$ 34.27
4 year	\$ 33.56	\$ 34.32
5 year	\$ 33.61	\$ 34.37
6 year	\$ 33.66	\$ 34.43
7 year	\$ 33.71	\$ 34.48
8 year	\$ 33.76	\$ 34.53
9 year	\$ 33.81	\$ 34.58
10 year	\$ 33.86	\$ 34.63
11+ years	\$ 33.92	\$ 34.68

7/1/2023

	HQ/Associates or 60 Credits	Bachelors
1 year	\$ 34.07	\$ 34.85
2 year	\$ 34.13	\$ 34.91
3 year	\$ 34.18	\$ 34.96
4 year	\$ 34.23	\$ 35.01
5 year	\$ 34.28	\$ 35.06
6 year	\$ 34.33	\$ 35.11
7 year	\$ 34.39	\$ 35.17
8 year	\$ 34.44	\$ 35.22
9 year	\$ 34.49	\$ 35.27
10 year	\$ 34.54	\$ 35.32
11+ years	\$ 34.59	\$ 35.37

OTA & PTA

7/1/2020

0-5 years	6-10 years	11+ years
\$ 27.40	\$ 28.92	\$ 30.46

7/1/2021

	RATE
1 year	\$ 27.95
2 year	\$ 28.26
3 year	\$ 28.57
4 year	\$ 28.88
5 year	\$ 29.19
6 year	\$ 29.50
7 year	\$ 29.81
8 year	\$ 30.12
9 year	\$ 30.43
10 year	\$ 30.74
11+ years	\$ 31.07

7/1/2022

	RATE
1 year	\$ 28.51
2 year	\$ 28.83
3 year	\$ 29.14
4 year	\$ 29.46
5 year	\$ 29.77
6 year	\$ 30.09
7 year	\$ 30.41
8 year	\$ 30.72
9 year	\$ 31.04
10 year	\$ 31.35
11+ years	\$ 31.69

7/1/2023

	RATE
1 year	\$ 29.08
2 year	\$ 29.40
3 year	\$ 29.72
4 year	\$ 30.05
5 year	\$ 30.37
6 year	\$ 30.69
7 year	\$ 31.01
8 year	\$ 31.34
9 year	\$ 31.66
10 year	\$ 31.98
11+ years	\$ 32.33

JOB SITE**7/1/2020**

	0-5 years	6-10 years	11+ years
HQ/Associates or 60 Credits	\$ 20.73	\$ 22.34	\$ 24.36
Bachelors	\$ 21.26	\$ 23.10	\$ 25.13

7/1/2021

	HQ/Associates or 60 Credits	Bachelors
1 year	\$ 21.14	\$ 21.68
2 year	\$ 21.51	\$ 22.07
3 year	\$ 21.88	\$ 22.46
4 year	\$ 22.25	\$ 22.85
5 year	\$ 22.62	\$ 23.24
6 year	\$ 22.99	\$ 23.63
7 year	\$ 23.36	\$ 24.02
8 year	\$ 23.73	\$ 24.41
9 year	\$ 24.10	\$ 24.80
10 year	\$ 24.47	\$ 25.19
11+ years	\$ 24.84	\$ 25.64

7/1/2022

	HQ/Associates or 60 Credits	Bachelors
1 year	\$ 21.56	\$ 22.11
2 year	\$ 21.94	\$ 22.51
3 year	\$ 22.32	\$ 22.91
4 year	\$ 22.70	\$ 23.31
5 year	\$ 23.07	\$ 23.70
6 year	\$ 23.45	\$ 24.10
7 year	\$ 23.83	\$ 24.50
8 year	\$ 24.20	\$ 24.90
9 year	\$ 24.58	\$ 25.30
10 year	\$ 24.96	\$ 25.69
11+ years	\$ 25.34	\$ 26.15

7/1/2023

	HQ/Associates or 60 Credits	Bachelors
1 year	\$ 21.99	\$ 22.56
2 year	\$ 22.38	\$ 22.96
3 year	\$ 22.76	\$ 23.37
4 year	\$ 23.15	\$ 23.77
5 year	\$ 23.53	\$ 24.18
6 year	\$ 23.92	\$ 24.58
7 year	\$ 24.30	\$ 24.99
8 year	\$ 24.69	\$ 25.40
9 year	\$ 25.07	\$ 25.80
10 year	\$ 25.46	\$ 26.21
11+ years	\$ 25.84	\$ 26.68

**LONGEVITY PROPOSAL OF SCHOOL COMMITTEE
TO
AFT, SPRINGFIELD FEDERATION OF PARAPROFESSIONALS, LOCAL 4098**

Dated: January 19, 2022

As part of its wage counterproposal of January 19, 2022, the School Committee proposes to include a longevity benefit, effective July 1, 2021, as follows:

Fifteen (15) Years:	\$250.00
Twenty (20) Years:	\$500.00
Twenty-Five (25) Years:	\$750.00