

**Schedule 53 - PSE
Paraeducators, Job Coaches, Interpreter/Tutors
2019-2020**

| | Column 01 | Column 02 | Column 03 | Column 04 | Column 05 | Column 06 | Column 07 | Column 08 | Column 09 | Column 10 | Column 11 |
|------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| | PARAED INSTRUCT ASS'T TCHR | PARAED INSTRUCT ASS'T TCHR | PARAED INSTRUCT ASS'T TCHR | PARAED INSTRUCT ASS'T TCHR | PARAED INSTRUCT ASS'T TCHR | PARAED INSTRUCT ASS'T TCHR | PARAED INSTRUCT ASS'T TCHR | PARAED INSTRUCT ASS'T TCHR | PARAED INSTRUCT ASS'T TCHR | PARAED INSTRUCT ASS'T TCHR | PARAED INSTRUCT ASS'T TCHR |
| STEP | Base | 45 clock hrs | 90 clock hrs | 135 clock hrs | 180 clock hrs | 225 clock hrs | 270 clock hrs | 315 clock hrs | 360 clock hrs | with AA degree | with BA degree |
| 01 | 17.35 | 17.40 | 17.45 | 17.50 | 17.60 | 17.65 | 17.70 | 17.75 | 17.80 | 18.10 | 18.60 |
| 02 | 17.84 | 17.89 | 17.94 | 17.99 | 18.09 | 18.14 | 18.19 | 18.24 | 18.29 | 18.59 | 19.09 |
| 03 | 18.36 | 18.41 | 18.46 | 18.51 | 18.61 | 18.66 | 18.71 | 18.76 | 18.81 | 19.11 | 19.61 |
| 04 | 19.21 | 19.26 | 19.31 | 19.36 | 19.46 | 19.51 | 19.56 | 19.61 | 19.66 | 19.96 | 20.46 |
| 05 | 20.15 | 20.20 | 20.25 | 20.30 | 20.40 | 20.45 | 20.50 | 20.55 | 20.60 | 20.90 | 21.40 |
| *10 | 20.65 | 20.70 | 20.75 | 20.80 | 20.90 | 20.95 | 21.00 | 21.05 | 21.10 | 21.40 | 21.90 |
| *15 | 21.15 | 21.20 | 21.25 | 21.30 | 21.40 | 21.45 | 21.50 | 21.55 | 21.60 | 21.90 | 22.40 |

| | Column 12 | Column 13 | Column 14 | Column 15 | Column 16 | Column 17 | Column 18 | Column 19 | Column 20 | Column 21 | Column 22 |
|------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| | JOB COACH ICM HIGH NEED | JOB COACH ICM HIGH NEED | JOB COACH ICM HIGH NEED | JOB COACH ICM HIGH NEED | JOB COACH ICM HIGH NEED | JOB COACH ICM HIGH NEED | JOB COACH ICM HIGH NEED | JOB COACH ICM HIGH NEED | JOB COACH ICM HIGH NEED | JOB COACH ICM HIGH NEED | JOB COACH ICM HIGH NEED |
| STEP | Base | 45 clock hrs | 90 clock hrs | 135 clock hrs | 180 clock hrs | 225 clock hrs | 270 clock hrs | 315 clock hrs | 360 clock hrs | with AA Degree | with BA Degree |
| 01 | 18.22 | 18.27 | 18.32 | 18.37 | 18.47 | 18.52 | 18.57 | 18.62 | 18.67 | 18.97 | 19.47 |
| 02 | 18.73 | 18.78 | 18.83 | 18.88 | 18.98 | 19.03 | 19.08 | 19.13 | 19.18 | 19.48 | 19.98 |
| 03 | 19.28 | 19.33 | 19.38 | 19.43 | 19.53 | 19.58 | 19.63 | 19.68 | 19.73 | 20.03 | 20.53 |
| 04 | 20.17 | 20.22 | 20.27 | 20.32 | 20.42 | 20.47 | 20.52 | 20.57 | 20.62 | 20.92 | 21.42 |
| 05 | 21.16 | 21.21 | 21.26 | 21.31 | 21.41 | 21.46 | 21.51 | 21.56 | 21.61 | 21.91 | 22.41 |
| *10 | 21.66 | 21.71 | 21.76 | 21.81 | 21.91 | 21.96 | 22.01 | 22.06 | 22.11 | 22.41 | 22.91 |
| *15 | 22.16 | 22.21 | 22.26 | 22.31 | 22.41 | 22.46 | 22.51 | 22.56 | 22.61 | 22.91 | 23.41 |

| | Column 23 | Column 24 | Column 25 | Column 26 | Column 27 | Column 28 | Column 29 | Column 30 | Column 31 | Column 32 | Column 33 |
|------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| | PARAED INTERPRT TUTORS | PARAED INTERPRT TUTORS | PARAED INTERPRT TUTORS | PARAED INTERPRT TUTORS | PARAED INTERPRT TUTORS | PARAED INTERPRT TUTORS | PARAED INTERPRT TUTORS | PARAED INTERPRT TUTORS | PARAED INTERPRT TUTORS | PARAED INTERPRT TUTORS | PARAED INTERPRT TUTORS |
| STEP | Base | 45 clock hrs | 90 clock hrs | 135 clock hrs | 180 clock hrs | 225 clock hrs | 270 clock hrs | 315 clock hrs | 360 clock hrs | with AA degree | with BA degree |
| 01 | 23.70 | 23.75 | 23.80 | 23.85 | 23.95 | 24.00 | 24.05 | 24.10 | 24.15 | 24.45 | 24.95 |
| 02 | 24.35 | 24.40 | 24.45 | 24.50 | 24.60 | 24.65 | 24.70 | 24.75 | 24.80 | 25.10 | 25.60 |
| 013 | 25.05 | 25.10 | 25.15 | 25.20 | 25.30 | 25.35 | 25.40 | 25.45 | 25.50 | 25.80 | 26.30 |
| 04 | 25.77 | 25.82 | 25.87 | 25.92 | 26.02 | 26.07 | 26.12 | 26.17 | 26.22 | 26.52 | 27.02 |
| 05 | 26.48 | 26.53 | 26.58 | 26.63 | 26.73 | 26.78 | 26.83 | 26.88 | 26.93 | 27.23 | 27.73 |
| *10 | 26.98 | 27.03 | 27.08 | 27.13 | 27.23 | 27.28 | 27.33 | 27.38 | 27.43 | 27.73 | 28.23 |
| *15 | 27.48 | 27.53 | 27.58 | 27.63 | 27.73 | 27.78 | 27.83 | 27.88 | 27.93 | 28.23 | 28.73 |

Substitute Rates

Paraeducators: 15.62
 Para/High Needs: 16.40
 Interpreter/Tutor: 21.33

*Steps 10 & 15 used only for longevity increased and not to be used for incremental increases.

Step 10: 10 yrs of service = \$0.50 per hr increase over step 5
 Step 15: 15 yrs of service = \$1.00 per hr increase over step 5

Vacation pay converted to cash value added to base hourly rate.

6.0% over 2018-19 per CBA; includes IPD

Columns 1-7 = 0.51

Columns 8-14 = 0.47

Columns 15-21 = 0.62