

Boston Public Schools

Cafe Workers 09/1/2025 - 08/31/2026

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	Hourly	18.75	19.08	19.49	19.83	20.21	20.59	20.93	21.32	21.52	21.72
1A	Hourly	19.44	19.76	20.18	20.52	20.90	21.28	21.62	22.02	22.23	22.44
1B	Hourly	19.06	19.39	19.79	20.14	20.52	20.90	21.24	21.63	21.83	22.03
2	Hourly	20.02	20.35	20.76	21.13	21.49	21.86	22.21	22.60	22.82	23.04
3	Hourly	21.67	22.00	22.41	22.74	23.13	23.53	23.85	24.25	24.49	24.72
4	Hourly	29.80	30.30	30.81	31.32	31.84	32.39	32.92	33.48	34.04	34.62
9	Hourly	20.88	21.25	21.54	21.85	22.20	22.69	23.18	23.59	23.82	24.05
	Weekly	835.17	849.94	861.76	874.07	887.86	907.55	927.25	943.50	952.61	961.82
10	Hourly	21.03	21.46	21.86	22.29	22.71	23.29	23.83	24.24	24.47	24.71
	Weekly	841.08	858.31	874.56	891.80	908.54	931.68	953.35	969.59	978.97	988.44
12	Hourly	21.86	22.29	22.71	23.29	23.83	24.41	24.99	25.40	25.64	25.89
	Weekly	874.56	891.80	908.54	931.68	953.35	976.49	999.63	1015.88	1025.72	1035.65
14	Hourly	22.71	23.29	23.83	24.41	24.99	25.56	26.15	26.55	26.81	27.07
	Weekly	908.54	931.68	953.35	976.49	999.63	1022.28	1045.91	1062.16	1072.46	1082.87
16	Hourly	23.83	24.41	24.99	25.56	26.15	26.96	27.60	28.01	28.28	28.55
	Weekly	953.35	976.49	999.63	1022.28	1045.91	1078.41	1104.02	1120.27	1131.15	1142.14
18	Hourly	27.08	27.65	28.22	28.78	29.39	30.19	30.83	31.23	31.54	31.84
	Weekly	1083.34	1105.99	1128.64	1151.29	1175.41	1207.42	1233.02	1249.27	1261.44	1273.74

**All grades increased by 2.0% from previous year, plus an additional 900.00 per year
for 12 month pay schedule employees, 900.00 spread across 52 paychecks (i.e. 17.307692 per check)
"for 10 month pay schedule employees, 900.00 spread through an hourly increase of 0.808625 cents per hour
(calc. $900 \div 210 \text{ days} \div 5.3 \text{ avg hours}$)"**

Additional 900.00 effective 09/01/2025 to
08/31/2026

	Annual	Weekly
12 month Pay Schedule Employees	900.00	17.307692
10 month Pay Schedule Employees	900.00	

Career Awards: "Salaried" Employees
(Grades 9 - 18)

Career Awards	Annual	Weekly
CA0 Career Award 10 Yrs	550.00	10.58
CA0 Career Award 15 Yrs	850.00	16.35
CA0 Career Award 20 Yrs	1,525.00	29.33
CA0 Career Award 30 Yrs	2,750.00	52.88

Career Awards: "Hourly" Employees (Paid
Annually)

Career Awards	Annual
Career Award 10 Yrs	500.00
Career Award 15 Yrs	550.00
Career Award 20 Yrs	650.00