FRANKLIN PIERCE SCHOOLS

Schedule 53 - PSE

Paraeducators, Job Coaches, Interpreter/Tutors

2026-2027

STEP	Column 01 **PARAED INSTRUCT ASS'T TCHR** Base	Column 02 PARAED INSTRUCT ASS'T TCHR **45** clock hrs	Column 03 PARAED INSTRUCT ASS'T TCHR **90** clock hrs	Column 04 PARAED INSTRUCT ASS'T TCHR **135** clock hrs	Column 05 PARAED INSTRUCT ASS'T TCHR **180** clock hrs	Column 06 PARAED INSTRUCT ASS'T TCHR **225** clock hrs	Column 07 PARAED INSTRUCT ASS'T TCHR **270** clock hrs	Column 08 PARAED INSTRUCT ASS'T TCHR **315** clock hrs	Column 09 PARAED INSTRUCT ASS'T TCHR **360** clock hrs	Column 10 PARAED INSTRUCT ASS'T TCHR **with AA** degree	Column 11 PARAED INSTRUCT ASS'T TCHR **with BA** degree
01	**23.75**	23.80	23.85	23.90	24.00	24.05	24.10	24.15	24.20	24.50	25.00
02	**24.41**	24.46	24.51	24.56	24.66	24.71	24.76	24.81	24.86	25.16	25.66
03	**25.12**	25.17	25.22	25.27	25.37	25.42	25.47	25.52	25.57	25.87	26.37
04	**26.28**	26.33	26.38	26.43	26.53	26.58	26.63	26.68	26.73	27.03	27.53
05	**27.57**	27.62	27.67	27.72	27.82	27.87	27.92	27.97	28.02	28.32	28.82
06	**27.87**	27.92	27.97	28.02	28.12	28.17	28.22	28.27	28.32	28.62	29.12
***10**	**28.37**	**28.42**	**28.47**	**28.52**	**28.62**	**28.67**	**28.72**	**28.77**	**28.82**	**29.12**	**29.62**
***15**	**28.87**	**28.92**	**28.97**	**29.02**	**29.12**	**29.17**	**29.22**	**29.27**	**29.32**	**29.62**	**30.12**
***20**	**29.37**	**29.42**	**29.47**	**29.52**	**29.62**	**29.67**	**29.72**	**29.77**	**29.82**	**30.12**	**30.62**
***25**	**29.87**	**29.92**	**29.97**	**30.02**	**30.12**	**30.17**	**30.22**	**30.27**	**30.32**	**30.62**	**31.12**
***30**	**30.37**	**30.42**	**30.47**	**30.52**	**30.62**	**30.67**	**30.72**	**30.77**	**30.82**	**31.12**	**31.62**

STEP	Column 12 **JOB COACH ICM HIGH NEED** Base	Column 13 JOB COACH ICM HIGH NEED **45** clock hrs	Column 14 JOB COACH ICM HIGH NEED **90** clock hrs	Column 15 JOB COACH ICM HIGH NEED **135** clock hrs	Column 16 JOB COACH ICM HIGH NEED **180** clock hrs	Column 17 JOB COACH ICM HIGH NEED **225** clock hrs	Column 18 JOB COACH ICM HIGH NEED **270** clock hrs	Column 19 JOB COACH ICM HIGH NEED **315** clock hrs	Column 20 JOB COACH ICM HIGH NEED **360** clock hrs	Column 21 JOB COACH ICM HIGH NEED **with AA** Degree	Column 22 JOB COACH ICM HIGH NEED **with BA** Degree
01	**26.38**	26.43	26.48	26.53	26.63	26.68	26.73	26.78	26.83	27.13	27.63
02	**27.14**	27.19	27.24	27.29	27.39	27.44	27.49	27.54	27.59	27.89	28.39
03	**27.94**	27.99	28.04	28.09	28.19	28.24	28.29	28.34	28.39	28.69	29.19
04	**29.23**	29.28	29.33	29.38	29.48	29.53	29.58	29.63	29.68	29.98	30.48
05	**30.64**	30.69	30.74	30.79	30.89	30.94	30.99	31.04	31.09	31.39	31.89
06	**30.94**	30.99	31.04	31.09	31.19	31.24	31.29	31.34	31.39	31.69	32.19
***10**	**31.44**	**31.49**	**31.54**	**31.59**	**31.69**	**31.74**	**31.79**	**31.84**	**31.89**	**32.19**	**32.69**
***15**	**31.94**	**31.99**	**32.04**	**32.09**	**32.19**	**32.24**	**32.29**	**32.34**	**32.39**	**32.69**	**33.19**
***20**	**32.44**	**32.49**	**32.54**	**32.59**	**32.69**	**32.74**	**32.79**	**32.84**	**32.89**	**33.19**	**33.69**
***25**	**32.94**	**32.99**	**33.04**	**33.09**	**33.19**	**33.24**	**33.29**	**33.34**	**33.39**	**33.69**	**34.19**
***30**	**33.44**	**33.49**	**33.54**	**33.59**	**33.69**	**33.74**	**33.79**	**33.84**	**33.89**	**34.19**	**34.69**

Substitute Rates

Paraeducators:	21.38
Para/High Needs:	23.74
Interpreter/Tutor:	30.20

Col 01-11: 3.1% over 2025-26; includes IPD
Col 12-22: 3.1% over 2025-26; includes IPD
Col 23-33: 3.1% over 2025-26; includes IPD
Col 34-44: 3.1% over 2025-26; includes IPD

*Steps 10, 15, 20, 25, and 30 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 6
Step 15: 15 yrs of service = $1.00 per hr increase over step 6
Step 20: 20 yrs of service = $1.50 per hr increase over step 6
Step 25: 25 yrs of service = $2.00 per hr increase over step 6
Step 30: 30 yrs of service = $2.50 per hr increase over step 6

FRANKLIN PIERCE SCHOOLS

STEP	Column 23 **PARAED INTERPRT TUTORS** Base	Column 24 PARAED INTERPRT TUTORS **45** clock hrs	Column 25 PARAED INTERPRT TUTORS **90** clock hrs	Column 26 PARAED INTERPRT TUTORS **135** clock hrs	Column 27 PARAED INTERPRT TUTORS **180** clock hrs	Column 28 PARAED INTERPRT TUTORS **225** clock hrs	Column 29 PARAED INTERPRT TUTORS **270** clock hrs	Column 30 PARAED INTERPRT TUTORS **315** clock hrs	Column 31 PARAED INTERPRT TUTORS **360** clock hrs	Column 32 PARAED INTERPRT TUTORS **with AA** degree	Column 33 PARAED INTERPRT TUTORS **with BA** degree
01	**33.55**	33.60	33.65	33.70	33.80	33.85	33.90	33.95	34.00	34.30	34.80
02	**34.47**	34.52	34.57	34.62	34.72	34.77	34.82	34.87	34.92	35.22	35.72
03	**35.46**	35.51	35.56	35.61	35.71	35.76	35.81	35.86	35.91	36.21	36.71
04	**36.48**	36.53	36.58	36.63	36.73	36.78	36.83	36.88	36.93	37.23	37.73
05	**37.49**	37.54	37.59	37.64	37.74	37.79	37.84	37.89	37.94	38.24	38.74
06	**37.79**	37.84	37.89	37.94	38.04	38.09	38.14	38.19	38.24	38.54	39.04
***10**	**38.29**	**38.34**	**38.39**	**38.44**	**38.54**	**38.59**	**38.64**	**38.69**	**38.74**	**39.04**	**39.54**
***15**	**38.79**	**38.84**	**38.89**	**38.94**	**39.04**	**39.09**	**39.14**	**39.19**	**39.24**	**39.54**	**40.04**
***20**	**39.29**	**39.34**	**39.39**	**39.44**	**39.54**	**39.59**	**39.64**	**39.69**	**39.74**	**40.04**	**40.54**
***25**	**39.79**	**39.84**	**39.89**	**39.94**	**40.04**	**40.09**	**40.14**	**40.19**	**40.24**	**40.54**	**41.04**
***30**	**40.29**	**40.34**	**40.39**	**40.44**	**40.54**	**40.59**	**40.64**	**40.69**	**40.74**	**41.04**	**41.54**

STEP	Column 34 **HEAD START ECEAP ASST TEACHER** Base	Column 35 HEAD START ECEAP ASST TEACHER **45** clock hrs	Column 36 HEAD START ECEAP ASST TEACHER **90** clock hrs	Column 37 HEAD START ECEAP ASST TEACHER **135** clock hrs	Column 38 HEAD START ECEAP ASST TEACHER **180** clock hrs	Column 39 HEAD START ECEAP ASST TEACHER **225** clock hrs	Column 40 HEAD START ECEAP ASST TEACHER **270** clock hrs	Column 41 HEAD START ECEAP ASST TEACHER **315** clock hrs	Column 42 HEAD START ECEAP ASST TEACHER **360** clock hrs	Column 43 HEAD START ECEAP ASST TEACHER **with AA** degree	Column 44 HEAD START ECEAP ASST TEACHER **with BA** degree
01	**25.31**	25.36	25.41	25.46	25.56	25.61	25.66	25.71	25.76	26.06	26.56
02	**26.03**	26.08	26.13	26.18	26.28	26.33	26.38	26.43	26.48	26.78	27.28
03	**26.79**	26.84	26.89	26.94	27.04	27.09	27.14	27.19	27.24	27.54	28.04
04	**28.02**	28.07	28.12	28.17	28.27	28.32	28.37	28.42	28.47	28.77	29.27
05	**29.39**	29.44	29.49	29.54	29.64	29.69	29.74	29.79	29.84	30.14	30.64
06	**29.69**	29.74	29.79	29.84	29.94	29.99	30.04	30.09	30.14	30.44	30.94
***10**	**30.19**	**30.24**	**30.29**	**30.34**	**30.44**	**30.49**	**30.54**	**30.59**	**30.64**	**30.94**	**31.44**
***15**	**30.69**	**30.74**	**30.79**	**30.84**	**30.94**	**30.99**	**31.04**	**31.09**	**31.14**	**31.44**	**31.94**
***20**	**31.19**	**31.24**	**31.29**	**31.34**	**31.44**	**31.49**	**31.54**	**31.59**	**31.64**	**31.94**	**32.44**
***25**	**31.69**	**31.74**	**31.79**	**31.84**	**31.94**	**31.99**	**32.04**	**32.09**	**32.14**	**32.44**	**32.94**
***30**	**32.19**	**32.24**	**32.29**	**32.34**	**32.44**	**32.49**	**32.54**	**32.59**	**32.64**	**32.94**	**33.44**

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