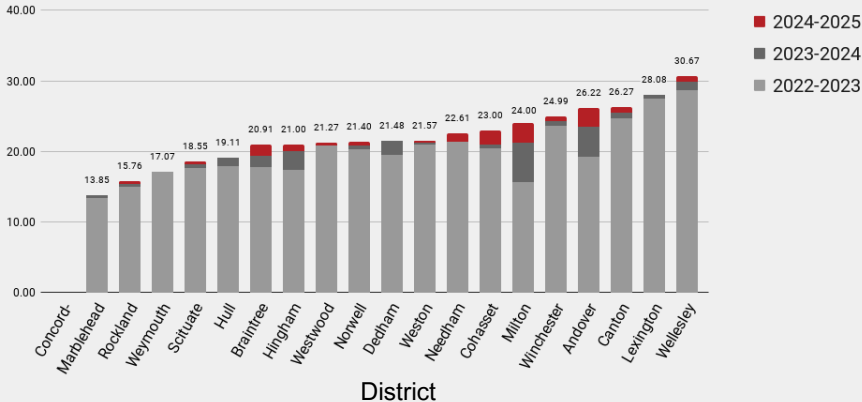


## Paraprofessional Hourly Wage Increases – Benchmark Districts

Entry Step Wages 2022 - 2025 vs. latest Hingham School Committee proposal

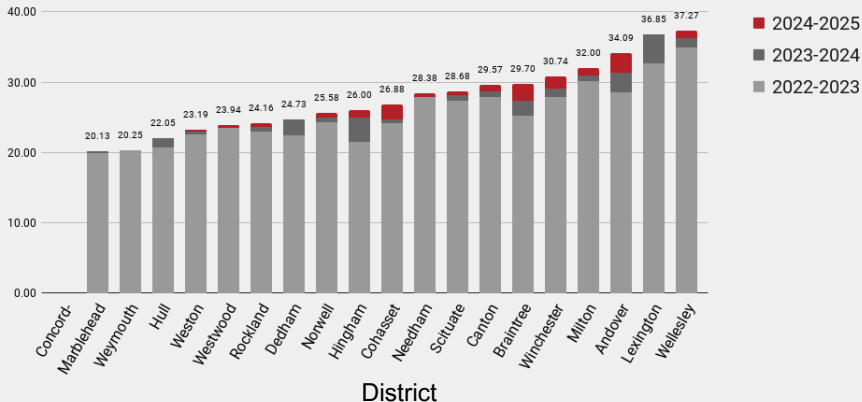


### Please note:

- Hingham Paraprofessionals work a 6 or 6.5 hour day (depending on school level) and 182 school days. Under the current proposal, paraprofessionals will be paid for 193 days total including holidays and personal days.
- Pay rates that appear static may be due to towns not having a current contract or just beginning negotiations.
- Every district has different job descriptions and roles so this attempts to show those positions with the most similar role to Hingham's paraprofessionals.
- Concord-Carlisle data is not available but shown as they are considered a benchmark town

# Paraprofessional Hourly Wage Increases – Benchmark Districts

High Step Hourly Rate Increases 2023-2025 vs. Hingham's Proposed Rates



## Please note:

- Hingham Paraprofessionals work a 6 or 6.5 hour day (depending on school level) and 182 school days. Under the current proposal, paraprofessionals will be paid for 193 days total including holidays and personal days.
- Pay rates that appear static may be due to towns not having a current contract or just beginning negotiations.
- Every district has different job descriptions and roles so this attempts to show those positions with the most similar role to Hingham's paraprofessionals.
- Concord-Carlisle data is not available but shown as they are considered a benchmark town