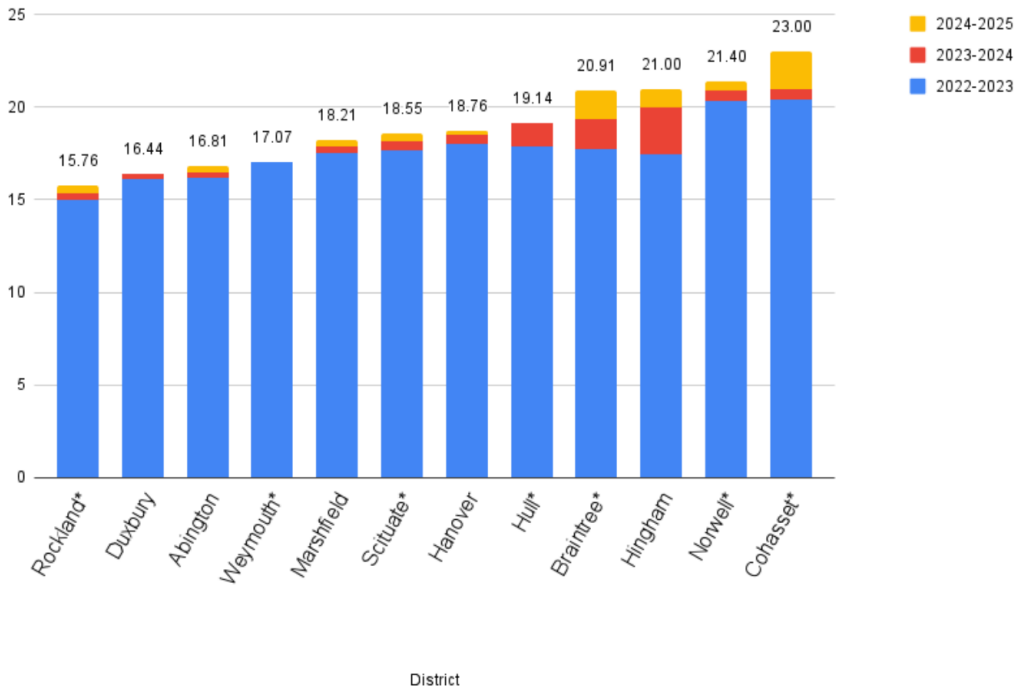


Paraeducator Rates vs. Hingham's Proposed Rates

South Shore Towns

District	2022-2023			2023-2024			2024-2025	
	Lowest Step (LS)	Highest Step (HS)		LS	HS		LS	HS
Quincy			Quincy			Quincy		
Rockland*	15.00	23.00	Rockland*	15.38	25.53	Rockland*	15.76	26.17
Duxbury	16.12	20.57	Duxbury	16.44	20.98	Abington	16.81	21.78
Abington	16.21	21.01	Abington	16.50	21.38	Marshfield	18.21	22.57
Weymouth*	17.07	20.25	Marshfield	17.85	22.13	Scituate*	18.55	28.68
Hingham	17.45	21.44	Scituate*	18.18	28.11	Hanover	18.76	27.78
Marshfield	17.50	21.70	Hanover	18.48	27.37	Braintree*	20.91	29.70
Scituate*	17.65	27.30	Hull*	19.14	22.05	Hingham	21.00	26.00
Braintree*	17.77	25.23	Braintree*	19.38	27.27	Norwell*	21.40	25.58
Hull*	17.86	20.73	Hingham	20.00	25.00	Cohasset*	23.00	28.80
Hanover	17.99	26.64	Norwell*	20.87	24.95	Duxbury		
Norwell*	20.36	24.34	Cohasset*	20.95	24.71	Hull*		
Cohasset*	20.44	24.11	Weymouth*			Weymouth*		

South Shore Towns Comparison Paraprofessional - Entry Step Hourly Rate Increases 2023-2025



- Towns with an * are benchmark towns for Hingham.
- Paraprofessionals proposed rates are shown at \$20/hour for 2023-2024 school year for the first step. The highest step for 2023-2024 is proposed at \$25/hour. This increases over the life of the contract with 2025-2026 offering an entry step of \$22/hour and high step of \$26/hour.
- Paraprofessionals work a 6 or 6.5 hour day (depending on school level) and 182 school days. However, they are paid for 193 with holidays and personal days.
- We have done our best to give a fair representation but these are just estimates. Pay rates that appear static may be due to towns not having a current contract or just beginning negotiations. Additionally, every district has different job descriptions and roles so this attempts to show those positions with the most similar role to Hingham's paraprofessionals.
- South Shore districts are shown as those would have similar job commuting distances for many employees. Benchmark town data is available and informative but less likely that some of these towns would be in a reasonable travel distance.