

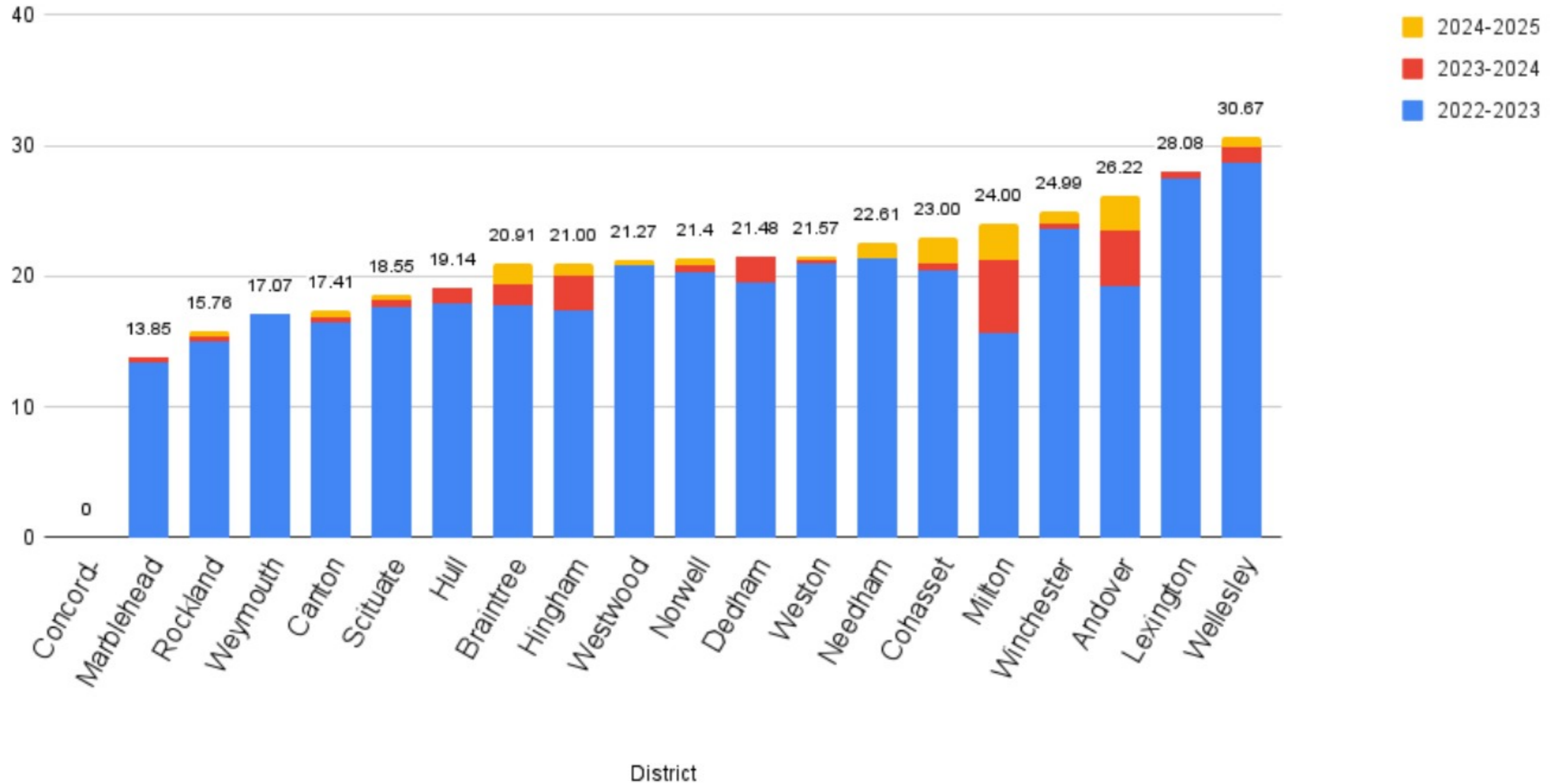
Paraeducator Rates vs. Hingham's Proposed Rates

Benchmark Towns

2022-2023			2023-2024			2024-2025			2024-2025		
Lowest Step (LS)		Highest Step (HS)	LS		HS	LS		HS		HS	
Wellesley	28.7	34.88	Wellesley	29.85	36.28	Wellesley	30.67	Wellesley	37.27		
Lexington	27.53	36.16	Lexington	28.08	40.75	Andover	26.22	Andover	34.09		
Winchester	23.67	27.86	Winchester	24.03	29.05	Winchester	24.99	Milton	32		
Weston	20.99	22.56	Andover	23.5	31.28	Milton	24	Winchester	30.74		
Cohasset	20.44	24.11	Dedham	21.48	24.73	Cohasset	23	Braintree	29.7		
Norwell	20.36	24.34	Needham	21.32	27.83	Needham	22.61	Cohasset	28.8		
Dedham	19.53	22.48	Weston	21.3	22.9	Weston	21.57	Scituate	28.68		
Andover	19.26	28.6	Milton	21.19	30.98	Norwell	21.4	Needham	28.38		
Hull	17.86	20.73	Cohasset	20.95	24.71	Westwood	21.27	Rockland	26.17		
Braintree	17.77	25.23	Norwell	20.87	24.95	Hingham	21	Hingham	26		
Scituate	17.65	27.3	Westwood	20.85	23.47	Braintree	20.91	Norwell	25.58		
Hingham	17.45	21.44	Hingham	20	25	Scituate	18.55	Westwood	23.94		
Weymouth	17.07	20.25	Braintree	19.38	27.27	Canton	17.41	Weston	23.19		
Canton	16.41	20.7	Hull	19.14	22.05	Rockland	15.76	Canton	21.96		
Milton	15.67	30.1	Scituate	18.18	28.11	Dedham		Dedham			
Rockland	15	23	Canton	16.9	21.32	Concord-Carlisle		Concord-Carlisle			
Marblehead	13.44	19.73	Rockland	15.38	25.53	Hull		Hull			
Concord-Carlisle			Marblehead	13.85	20.13	Lexington		Lexington			
Needham			Concord-Carlisle			Marblehead		Marblehead			
Westwood			Weymouth			Weymouth		Weymouth			

Concord-Carlisle data is not available but shown as they are considered a benchmark town

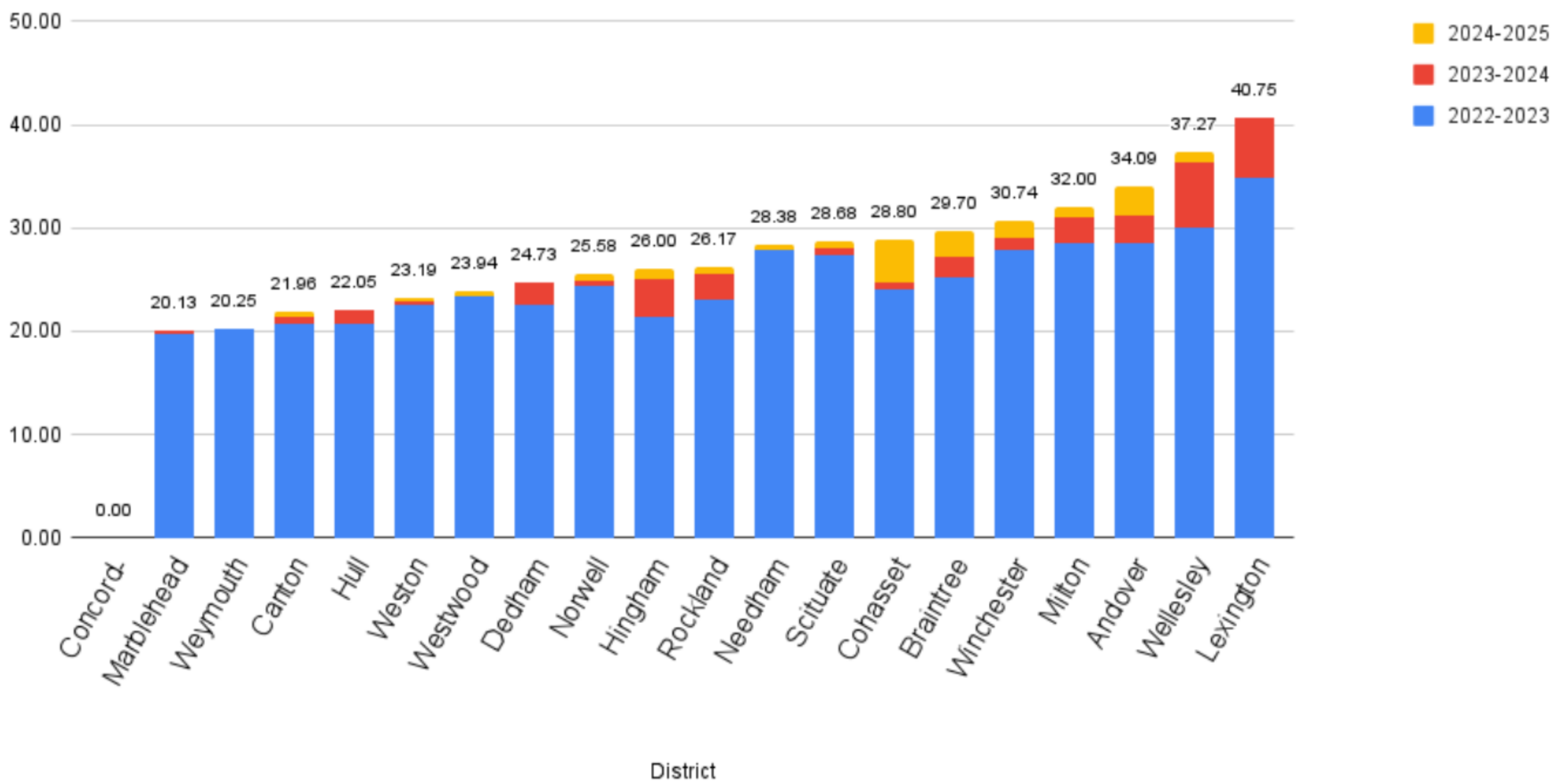
Benchmark Towns Comparison Paraprofessional - Entry Step Hourly Rate Increases 2023-2025



Please Note:

- 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.
- Concord-Carlisle data is not available but shown as they are considered a benchmark town

Benchmark Towns Comparison Paraprofessional - High Step Hourly Rate Increases 2023-2025



Please Note:

- 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.
- Concord-Carlisle data is not available but shown as they are considered a benchmark town