

APPENDIX A

	7/1/15			7/1/16			7/1/17			7/1/18			7/1/19		
	0-5 years	6-10 years	11+ years	0-5 years	6-10 years	11+ years	0-5 years	6-10 years	11+ years	0-5 years	6-10 years	11+ years	0-5 years	6-10 years	11+ years
Para-Educators and CNAs															
<i>No Credits</i>	14.9300	16.2100	17.1800	15.2286	16.5342	17.5236	15.5332	16.8649	17.8741	15.8438	17.2022	18.2316	16.1607	17.5462	18.5962
<i>Highly Qualified/Associates or 60 Credits</i>	15.0800	16.5400	18.3700	15.3816	16.8708	18.7374	15.6892	17.2082	19.1121	16.0030	17.5524	19.4944	16.3231	17.9034	19.8843
<i>Bachelors</i>	15.1800	16.8500	18.6900	15.4836	17.1870	19.0638	15.7933	17.5307	19.4451	16.5091	18.2814	20.2340	16.8393	18.6470	20.6387
Assistant Teachers / LPN's/Health Assistants															
<i>No Credits</i>	23.0400	24.9900	25.4200	23.5008	25.4898	25.9284	23.9708	25.9996	26.4470	24.4502	26.5196	26.9759	24.9392	27.0500	27.5154
<i>Highly Qualified/Associates or 60 Credits</i>	23.2800	25.1900	25.6100	23.7456	25.6938	26.1222	24.2205	26.2077	26.6446	24.7049	26.7318	27.1775	25.1990	27.2665	27.7211
<i>Bachelors</i>	23.5300	25.3700	25.8000	24.0006	25.8774	26.3160	24.4806	26.3949	26.8423	25.3702	27.3228	27.7792	25.8776	27.8693	28.3347
OT/PT Assistants															
<i>Licensed</i>	24.8100	26.1900	27.5900	25.3062	26.7138	28.1418	25.8123	27.2481	28.7046	26.3286	27.7930	29.2787	26.8551	28.3489	29.8643

Tutor/Fellows	Tutors will have their wages increased by 2%, effective and retroactive to 7-1-17. Tutors will have their wages increased by 2% effective 7-1-18. Tutors will have their wages increased by 2% effective 7-1-19. New Tutors hired on or after ratification by the School Committee will be placed on the scale:	7/1/17	7/1/18	7/1/19
<i>Associates</i>		14.2800	14.5700	14.8600
<i>Bachelors</i>		14.4300	14.7200	15.0100

Tutors hired by the Springfield Public Schools prior to the ratification by the School Committee and currently earning the hourly wages found in the first column, "Current Wage", will be increased as shown in the following chart	Current Wage	7/1/17	7/1/18	7/1/19
	14.0000	14.2800	14.5656	14.8569
	14.1400	14.4300	14.7186	15.0130
	14.2800	14.5656	14.8569	15.1541
	14.5700	14.8614	15.1586	15.4618