


THE PUBLIC SCHOOLS OF BROOKLINE
BROOKLINE, MASSACHUSETTS 02445

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ELAINE M. O'SULLIVAN
DIRECTOR OF HUMAN RESOURCES

To: Andrew Bott
Superintendent

From: Elaine O'Sullivan 
Director of Human Resources

Re: FY18 Non-Aligned Salary Recommendations

Date: May 18, 2017

Attached please find proposed FY18 rates for non-aligned employees for review and approval by the School Committee, as per statute.

Please let me know if you have questions or want to discuss.

FY18 Non-Aligned Personnel Proposed Wages

All non-aligned employees paid as categorized below will be compensated within the following salary ranges at the discretion of the Superintendent. At a minimum, each employee shall receive 2% COLA to their current FY17 salary effective July 1, 2017 or at the start date of their next contract. In addition, each range will also be adjusted by the same 2%. The ranges function as a minimum and a maximum.

Annual Salary Rates for Non- Aligned Employees

Deputy Superintendent

	Min	Max
Salary	\$160,000	\$187,177
2%*	\$163,200	\$190,921

Principal/Senior Director/Special Assistant

	Min	Max
Salary	\$125,000	\$146,232
2%*	\$127,500	\$149,157

Headmaster

	Min	Max
Salary	\$145,000	\$169,629
2%*	\$147,900	\$173,022

Assistant/Associate Headmaster

	Min	Max
Salary	\$125,000	\$146,232
2%*	\$127,500	\$149,157

*Proposed FY18 COLA increase of 2%

FY18 Non-Aligned Personnel Proposed Wages

Deans and Directors

Job Group	Min	Max
4	\$125,000	\$146,232
3	\$115,000	\$134,534
2	\$95,000	\$111,137
1	\$75,000	\$93,500

*Proposed FY18 - 2%
COLA*

Job Group	Min	Max
4	\$127,500	\$149,157
3	\$117,300	\$137,224
2	\$96,900	\$113,359
1	\$76,500	\$95,370

Title	Job Group
DIR OF ADULT ED	1
DIR OF PROF DEV	1
DIR DATA ANALYTICS	2
MGR of HR	2
DIR FINANCE	2
DIR ADMIN & FINANCE	1
SPEC ED ADMIN HOME SVCS	3
DEAN	3
DIR SPEC ED PREK-8	3
DIR OF HR	3
DIR OF OPERATIONS	3
DIR GUID CLINICAL SVC	4
DIR SPEC ED BHS	4

FY18 Non-Aligned Personnel Proposed Wages

Executive Support

Job Group	Min	Max
1	\$75,000	\$87,739
2	\$70,000	\$82,739

Proposed FY18 - 2% COLA

Job Group	Min	Max
1	\$76,500	\$89,494
2	\$71,400	\$84,394

Title	Job Group
SUPERINTENDENT ASST	1
SCHOOL COMMITTEE ASST	2
CONFIDENTIAL ASST (A&F)	2

Individual Contracts

Job Group	Min	Max
3	\$75,000	\$87,739
2	\$70,000	\$81,890
1	\$60,000	\$76,041

Proposed FY18 2% COLA

Job Group	Min	Max
4	\$76,500	\$89,494
3	\$71,400	\$83,528
2	\$61,200	\$77,562
1	\$45,000	\$60,000

Title	Job Group
HR CONFIDENTIAL ASSISTANT	1
PROGRAM COORDINATORS (3) ADULT ED	1/2
ENROLL & REG SPECIALIST	2
PLANNING & COMMUNICATIONS	2
OSS FISCAL & OPNS SPECIALIST	1
HR DATA ANALYST	1
HR GENERALIST	1
SUPERVISOR OF CUSTODIANS	2
COORDINATOR OSA	2
COORDINATOR TRANSPORTATION	2
MANAGER DESKTOP SERVICES	3
MANAGER OF STUDENT APPLICATION	3

FY18 Non-Aligned Personnel Proposed Wages

Summer Programs

ESY	Summer 2016	Proposed summer 2017
PSB System-Wide Teachers (plus RT)	per diem for 4.5 hrs tchg + 0.5 hr prep	per diem for 4.5 hrs tchg + 0.5 hr prep
PSB Spec. Ed. Teachers & Specialists	per diem up to \$55/hr	per diem up to \$56/hr
Nurses	\$50/hr	\$51/hr
PSB non-prof staff licensed in teaching/related service role	\$35/hr for 4.5 hrs tchg + 0.5 hr prep	\$35.70/hr for 4.5 hrs tchg + 0.5 hr prep
PSB system-wide aides (ALC, RISE, TLC, CBC)	\$16.99/hr or per diem	\$16.99/hr or per diem
PSB Aides	\$16.04/hr or per diem (if returning to ESY)	\$16.04/hr or per diem (if returning to program)
Non-PSB staff returning ESY Aides	\$13.45/hr (living wage)	NA
New non-PSB Aides	\$12/hr	NA

LAUNCH	Summer 2016	Proposed summer 2017
PSB Teachers	NA	per diem up to \$56/hr for 4.5 hrs tchg + 0.5 hr prep
PSB Specialists	NA	per diem up to \$56/hr
Nurses	NA	\$51/hr
PSB non-prof staff licensed in teaching/related service role	NA	\$35.70/hr for 4.5 hrs tchg + 0.5 hr prep
PSB Aides	NA	\$16.04/hr or per diem (if returning to program)

Project Discovery/Achieve/Explore	Summer 2016	Proposed summer 2017
PSB Teachers	\$32.00/hr for 4.5 hrs tchg + 1.25 hr prep	\$4,240 stipend for approx 106 hrs (\$40.00/hr)
PSB Aide	\$16.04/hr	\$16.04/hr or per diem (if returning to program)

FY18 Non-Aligned Personnel Proposed Wages

BHS Summer School *	Summer 2016	Proposed summer 2017
Teachers	\$29.00/hr for 4 hrs tchg + 1 hr prep	\$29.58/hr for 4 hrs tchg + 1 hr prep
Student Aides	\$13.45/hr (living wage)	\$13.71/hr (living wage)
Security	\$22/hr	\$22.44/hr

BHS Calculus Project	Summer 2016	Proposed summer 2017
Teachers	\$47.00/hr for 25 hrs per week	
Peer Leaders	\$12 - \$20/hr	

B.E.L.L. Project	Summer 2016	Proposed summer 2017
Teachers	\$32/hr for maximum of 88 hours	\$32/hr for maximum of 88 hours

**Proposed FY18 COLA increase of 2%*

Substitute Teacher Rates

Type	Current Hourly Rate	Current Daily Rate	Proposed Hourly Rate	Proposed Daily Rate
Non-degree substitute (aide coverage only)	\$15.3298	\$91.98	\$15.6364	\$93.82
Degree substitute < 60 assignments	\$16.5368	\$99.22	\$16.8675	\$101.20
Degree substitute > 60 assignments	\$17.5632	\$105.38	\$17.9145	\$107.49
Long term substitute (up to 8 weeks)	\$28.2287	\$169.37	\$28.7933	\$172.76
Long term substitute (8+ weeks)	Teacher's pay scale		Teacher's pay scale	
Nurse substitutes	\$28.2287	\$169.37	\$28.7933	\$172.76
Paraprofessional	NA	NA	TBD	TBD

**Proposed FY18 COLA increase of 2%*

Student Intern Rates

School	Current Rate/Stipend	Proposed Rate/Stipend
Lesley University	\$8,000.00	\$8,000.00
Simmons College*	\$10,000.00	\$10,000.00
Northeastern University	\$11/hour	\$12/hour
Wheelock College*	\$10,000.00	\$10,000.00

*Dual certified

FY18 Non-Aligned Personnel Proposed Wages

Music Extension Rates

Min	Max
\$38/hr	\$42/hr

Adult Education Rates

Min	Max
\$20/hr	\$50/hr

PCHP

Min	Max
\$18/hr	\$20/hr

Direct Service Provider

Years	No Degree	Degree
0-1	\$18/hr	\$19/hr
1-3	\$20/hr	\$22/hr
>3	\$21/hr	\$23/hr

Homework Club/MCAS Preparation

No License	With License
\$16/hr	\$28/hr