

**MEMORANDUM OF AGREEMENT BETWEEN THE
BROCKTON SCHOOL COMMITTEE
AND THE
BROCKTON EDUCATION SUPPORT PROFESSIONALS ASSOCIATION**

The Negotiating Subcommittee of the Brockton School Committee ("the Subcommittee"), acting subject to the ratification of this Memorandum of Agreement by the Brockton School Committee ("the Committee") to whom the Subcommittee agrees to recommend acceptance, and the Negotiating Team of the Brockton Education Support Professionals Association ("Association") acting subject to the ratification of this Memorandum of Agreement by the membership of the Association to whom the Negotiating Team agrees to recommend acceptance, hereby mutually agree to the following terms and conditions of settlement of a Collective Bargaining Agreement (CBA) that will be in effect for a three (3) year period from September 1, 2025 through August 31, 2028.

1. Term of New Contract

Update current Article XVIII/18, cover page, headers, and all other provisions containing dates to reflect the agreed upon duration to a successor contract to the collective bargaining agreement that expired on August 31, 2025. The duration of the successor CBA shall be for a three (3) year period from September 1, 2025 through August 31, 2028.

2. Provisions of New Contract

Except as modified by any such interim or other agreements between the parties and/or except as modified during these negotiations and/or except for such technical matters as date changes, all other provisions of the September 1, 2022 through August 31, 2025 CBA shall be carried over intact into the successor CBA.

Except as otherwise provided herein, all modifications of non-economic provisions shall take effect as of the ratification of this agreement.

3. Housekeeping

The following agreed to editorial changes will be adopted throughout the integrated CBA, subject to review of specifics by both parties:

- Adopt gender-neutral terms ("He/She" replaced by "They", "His/Her" replaced by "Their", "Him/Her" replaced by "Them").
- Replace "employee/employees" and all other euphemisms for such with "Member", except when the specific job title designates specific working conditions for that subgroup of unit members.
- Replace Roman Numerals with Arabic numbers.

4. Scope

Article I, Recognition:

- Remove references to MTAs.
- Add Safety and Security Specialists.
- Revise second sentence to read: "The word "Member" as used herein shall mean and include all of those persons employed as a bargaining unit member by the Committee."

5. Negotiation Procedure

Amend Article III by replacing "November 15 of the calendar year preceding the calendar year in which this agreement expires" with "~~January 15~~ of the of the calendar year in which this agreement expires".

6. Substitute Coverage / Pay

Delete the language in Article XI/11, Section F in its entirety (Substitution Pilot Program), and replace it with the language in Appendix B, with modifications as set forth below:

In the event that a Paraprofessional must replace a secretary and perform a major portion of the secretary's duties and responsibilities, the Paraprofessional will receive an additional ~~twenty-eight dollars and sixty cents (\$28.60)~~ forty dollars (\$40.00) per day for such duties. Paraprofessionals ~~who agree~~ to substitute for a classroom teacher will be paid an additional ~~fifty~~ seventy-five dollars (~~\$75.00~~~~50.00~~) per day for such duties, except that this figure shall be ~~fifty-four~~ seventy-nine dollars (~~\$79.00~~~~54.00~~) per day should this substitution be in classes designated as emotionally impaired or sub-separate special education. If any of the above substituting situations occur for half a day, the Paraprofessional will be paid half of the appropriate rate. Building/City Paraprofessionals, One-to-One Paraprofessionals whose assigned child is absent, and Paraprofessionals assigned to substitute in the classroom to which the Paraprofessional is regularly assigned (or, for a Paraprofessional assigned to multiple classrooms, the classroom to which the Paraprofessional is primarily assigned) shall not be permitted to decline a substituting assignment. In the event all Paraprofessionals are reclassified as Building/City Paraprofessionals they will all then retain the right to decline substitute assignments. A Paraprofessional will only be eligible for substitute pay in a classroom if the classroom teacher is absent from the classroom ~~for either the full or half day~~, and the Paraprofessional performs the role of a substitute teacher for either a full or half day ~~the period of the teacher's absence~~. It is agreed that Paraprofessionals will not be eligible for the above-

Email payroll
New sub rates
3/19

described substitute pay for classroom coverage. It is agreed that no compensation under this section will be due for classroom coverage resulting from a teacher's absence of less than a half day from the classroom, unless a Paraprofessional is assigned a regular ongoing class section for less than half a day and is required to regularly prepare, teach and grade the class. In this case, the Paraprofessional shall receive a half day of sub pay for each day of substituting.

If, as a result of the absence of the nurse, a health aide's duties are increased, a differential of forty dollars (\$40.00) per day will be paid. It is understood that a health aide is not a nurse and as such will not dispense medications.

When a Paraprofessional agrees to substitute for a library paraprofessional who is absent, the Paraprofessional will receive the normal substitute coverage rate of pay.

7. Signing In

Delete the existing language in Article VI/6, Employment, Section D, and replace with the following language:

"All Members shall sign in at the central office or other designated location reasonably proximate to their work location of their assigned building each day. A Member who leaves school grounds during the day shall sign out and sign back in upon their return to the building. Such process may be referred to in relation to disciplinary purposes related to excessive tardiness or absenteeism."

8. Assignment

Modify Article VII/7 Assignment, Section C as follows:

"Whenever any vacancy in a position occurs during the year, the position will be adequately publicized by the administration ~~and the President of the Association will be notified of the vacancy as far in advance of the appointment as possible~~ via posting on the District's website and an electronic application website designated by the District."

Job opportunities for additional work outside the work day will be shared via internal email as well as the District website and an electronic application website designated by the District."

Add the following new language after the first sentence in Section F:

In the event a newly-hired Member is permitted to transfer prior to their first anniversary date, the Member's probationary period shall begin again.

9. Evaluation

Article VIII/8 Evaluation - Revise Section F as follows:

For the first ~~ninety (90)~~ **one hundred and twenty (120)** school days of their employment (assuming that these ~~ninety one hundred and twenty (120)~~ **one hundred and twenty (120)** school days occur within one school year), ~~an employee will a Member shall~~ be an employee at will who may be terminated for any reason. After their first ~~ninety (90)~~ **one hundred and twenty (120)** school days of employment (assuming that these ~~ninety (90)~~ **one hundred and twenty (120)** school days occur within one school year), ~~an employee a Member~~ may not be terminated within a school year, or otherwise disciplined, without just cause. ~~An employee A Member~~ may be non-renewed at the conclusion of their first **two (2)** full school years for any reason, and such non-renewal shall not be considered discipline within the meaning of the previous sentence. ~~An employee A Member~~ who has been employed for at least ~~one (1)~~ **two (2)** full school years, and who begins to serve a ~~second~~ **third** school year, ~~will~~ **shall** retain just cause protection against discipline and discharge, and may no longer be non-renewed at the conclusion of a school year. **If a Member moves from a Safety and Security Specialist position into a Paraprofessional position, the Member's probationary period shall begin again.**

Add the following language as new Section H (revisions noted are modifications from the language included in the Safety & Security Specialist MOA as new Section H):

All ~~newly-hired~~ **newly-hired** Safety and Security Specialists ~~hired before the start of an academic year~~ will be required to attend a mandatory 8-hours safety and security training, ~~including but not limited to restraint/crisis prevention training,~~ by a qualified provider ~~prior to students returning to school within the Safety and Security Specialist's first year of employment. The District shall provide the required training a minimum of two (2) times per school year. Any Safety and Security Specialists hired after the start of the academic year will be required to complete the aforementioned training within thirty (30) day of hire but in no case later than sixty (60) days after hire.~~

10. Work Hours and Work Day

Add the following sentence to the end of the first paragraph of Section A, Article XI/11:

A Member who is going to be late for work is required to call or text a designated administrator at least fifteen (15) minutes prior to the Member's scheduled arrival time.

Modify the second sentence in the second paragraph of Article XI/11, Section A, as follows:

The School Registration and Parent Information Center (SRPIC) hours shall be as follows, **with no additional approval required for contractual hours:**

Add the following to the list of paid holidays for the Safety & Security Specialists, which will be added to Article XI/11, Section D.

- **The Day After Thanksgiving** †
- **Memorial Day** •

11. Van and Bus Monitoring

Modify Article XI/11, Section I. as follows, with existing language broken down into subsections, and with modifications as indicated: :

1. Special Education Paraprofessionals, City/Building Paraprofessionals, Pre-School, SEI/Launch, ~~MTAs~~ **Library, Health,** and Kindergarten Paraprofessionals **with the exception of traveling Library/Health Paraprofessionals,** may be designated as van/bus monitors and, if so designated, shall be required to ride a van or bus before and/or after school as part of their regular responsibilities.
2. **Special Education Paraprofessionals shall only be assigned as van or bus monitors on vehicles belonging to the Brockton Public Schools, with the exception of one-to-one Paraprofessionals.**
3. **Clerical Paraprofessionals shall not be required to ride but shall retain the right based on seniority.**
4. Any ~~employee~~ **Member** who is assigned van/bus duty ~~will~~ **shall** be trained on how to handle potential health and safety issues which may arise on the bus/van prior to being assigned this duty.
5. ~~Employees~~ **Members** who ride a van or bus ~~will~~ **shall** be compensated for such work which occurs outside of the regular work day, as defined by Article XI, at the rate of ~~time and one-half~~ **one and a half (1.5) times** their regular rate of pay.
6. ~~Employees will~~ **Members shall** be compensated for a minimum of one (1) hour for riding the van or bus before school, and a minimum of one (1) hour for riding the van or bus after school.
7. ~~Employees~~ **Members who report for van duty in the morning to ride (unaware that the student will be absent) shall suffer**

no loss of pay and shall be compensated for the morning van assignment.

8. ~~Employees will~~ **Members shall** not receive additional compensation for time spent riding the van/bus when it occurs during the regular workday (e.g., after school on an early release day).
9. ~~Employees~~ **Members** who are designated as van/bus monitors shall have the discretion to meet the assigned bus at either the first bus route stop or at the nearest school to the first bus route stop. **or a location agreed upon by both monitor and driver and approved by the Director of Transportation.**
10. If an ~~Employee~~ **Member** who is serving as a van/bus monitor is required to leave their job and return to their car during the school day, they must be provided with transportation by the school to their vehicle.
11. Volunteers for van/bus monitors ~~will~~ **shall** be sought first **in order of seniority and shall have the right to select their van/bus route from those routes available for selection.**
12. **Van/bus monitor selections shall occur on or before the first staff work day of a new school year.**
13. In the case of an unfilled van/bus monitor position, **eligible Paraprofessionals** with the least seniority based on district hire date at the building level shall be assigned to that position, with the understanding that a Kindergarten Paraprofessional ~~will~~ **shall** not be mandated to fill a Special Education van assignment pursuant to this sentence.
14. One-to-one Paraprofessionals ~~shall~~ **may** be assigned to ride the van/bus with their assigned student regardless of seniority.
15. Best efforts ~~will~~ **shall** be made to assign no more than two **(2)** students with special needs to a **single** monitor on a van.
16. **Any monitor who is displaced due to a student moving vans or leaving the district, shall be able to BUMP the lowest seniority van monitor.**
17. **When a substitute or coverage is needed for a van or bus monitor, every effort shall be made to fill that role by seniority first.**

18. If any employee-Member has concerns about safety, they should immediately contact the building principal.

19. Administration may remove a Member from a van assignment for excessive absenteeism or safety concerns

12. Compensation

Amend the title of Article V, replacing "Salaries" with "Compensation".

Add the following new language to Section A:

"Effective September 1, 2025, annual step rate increases for eligible Members shall be awarded as of the start of each school year. A newly hired Member who commences employment on or before the midpoint of a given school year shall be eligible to receive a step rate increase as of the start of the following school year. A newly hired Member who commences employment after the midpoint of a given school year shall not become eligible to receive a step rate increase until the start of the second year following their commencement of employment. Any Member who would have been due to receive a step rate increase during the 2025-2026 school year based on the Member's anniversary date will receive their step increase effective September 1, 2025."

Incorporate the following wage increases into the wage schedules in Appendix A: (see attached appendix)

- Paraprofessionals
 - Effective September 1, 2025: \$0.75/hour
 - Effective September 1, 2026: \$1.50/hour
 - Effective September 1, 2027: \$0.80/hour
- Safety & Security Specialists
 - Effective September 1, 2025: \$0.50/hour
 - Effective September 1, 2026: \$0.50/hour
 - Effective September 1, 2027: \$0.50/hour

3.24
4.28
3.05
12%

Add to Article V, item B:

The Committee reserves the right to implement a bi-weekly pay schedule for any Members hired on or after January 1, 2026. The Committee shall provide Members with no less than sixty (60) days' notice prior to the implementation of a change of the pay schedule.

13. President Release Time

Revise Article XIX/19, Section K as follows:

Effective September 1, 2023 until August 31, 2026, The Brockton Education Support Professional Association (BESPA) President shall be released from

typical job duties for up to ~~two (2) days~~ one (1) day per work week. ~~The two (2) days~~ This weekly release day will be used for the business of the Association, up to and including meeting with members, attending conferences, and working with the District on labor relations issues. The ~~two (2) days~~ weekly release day shall be set at the beginning of each school year by the Association President ~~in collaboration with and~~ their building principal, but can occasionally be moved upon mutual agreement of the Association and the employer. The President shall receive full salary and benefits, as dictated by the collective bargaining agreement, ~~paid by the district for one (1) of these release days each week and paid by the Association for the other day each week.~~ and the Association shall pay to the District 20% of the total cost of such salary and benefits paid by the District. At the conclusion of the President's term(s) the President shall return to the same position and work location as they occupied just prior to becoming President.

14. Parental Leave Bank

Add the following new language as a new article or as a subsection to Article X/10, Section C.:

Article _____: Parental Leave Bank

- A. Effective upon ratification of this Agreement, a new Parental Leave Bank shall be established, which shall be funded using unused sick days which are not sold back by retiring Members in the previous contract year.
1. The Parental Leave Bank Committee shall consist of two (2) representatives appointed by BESPAs and two (2) representatives appointed by the Committee.
 2. The Parental Leave Bank Committee shall review requests and grant days in accordance with this agreement and the availability of parental leave bank days.
- B. For the 2025-2026 school year, following ratification of this Agreement, the Parental Leave Bank shall be funded with eighty-nine (89) days.
- C. Up to one hundred (100) parental leave bank days may roll over from one year to the next, with the additional sick days not sold back by retiring Members being added to the parental leave bank each year.
- D. A Member may be granted up to twenty-two (22) days of paid parental leave from the Parental Leave Bank prior to accessing any of their own sick leave, when taking leave for the purpose of birth or adoption of a child.

Me +
Colleen
Snow

15. Parental Leave

Add the following language to the end of the first paragraph in Article X/10, Section C.:

A Member may utilize their own accumulated sick leave for additional paid parental leave. The total amount of paid parental leave, inclusive of days from the Parental Leave Bank, a member's own sick days, and a Member's accrued supplemental pay and/or personal days shall not exceed a total of twelve (12) weeks. All such paid leave will run concurrently with leave under the MPLA and/or FMLA.

16. Longevity

Replace current language in Article XVII, item B, with the following language: "Members shall receive their longevity pay no later than the third (3rd) week in November."

17. Workplace Injury

Delete the existing language in Article XII/12 and replace it with the following new language:

Any Member absent from school due to an approved Worker's Compensation claim based on an injury incurred in the performance of the Member's duties shall be paid by the District for any lost wages resulting from said injury for the first five (5) days. Members shall not be required to use sick leave or other contractual leave to cover these first five (5) days of absence, and any days so used prior to a Worker's Compensation claim being approved shall be restored to the Member.

18. Sick Days

The Committee agrees to increase the current number of twelve (12) annual sick days set forth in the second sentence of Article XV/15, Section A., by one (1) day each year of the agreement for a total of fifteen (15) days by Year 3 (2027-2028).

- Members shall receive an allotment of thirteen (13) sick leave days in 2025-2026.
- Members shall receive an allotment of fourteen (14) sick leave days in 2026-2027.
- Members shall receive an allotment of fifteen (15) sick leave days in 2027-2028.

19. Health and Safety

Add a new article entitled "Health and Safety":

- A. The Committee and the Association recognize the Member's right to a safe working environment including the right to be free from threats of violence and recognize the District's obligation to provide a safe learning environment for all students and safe working environment for all Members.

Add sick
March added
3-26

- B. A district-wide Health and Safety Committee shall be established consisting of twelve (12) representatives.
 - 1. Eight (8) representatives shall be designated by the presidents of the various School Department bargaining units, including two (2) representatives designated by BESPAs.
 - 2. Four (4) representatives shall be designated by the Superintendent.
- C. The initial meeting of this Committee shall occur no later than April 1, 2026.
- D. No student-identifying information shall be shared as part of the Committee's work.
- E. The Committee shall meet monthly to develop and review mutually agreed-upon district-wide staff reporting forms and protocols on classroom safety issues including but not limited to:
 - 1. A form for reporting verbal, emotional, and/or physical abuse toward staff and/or other students.
 - 2. A form for tracking offenses, interventions, and consequences on an ongoing basis as each offense occurs.
 - 3. Protocols for returning students who have been removed from the classroom for verbal, emotional, and/or physical abuse toward staff and/or other students.

20. Safety & Security Specialists

Incorporate the applicable provisions of the Memorandum of Agreement for Safety & Security Specialists into the collective bargaining agreement, with compensation listed in the Appendix A and any other elements not addressed in other Articles to be listed in a new article entitled "Safety & Security Specialists".

21. Association Rights

Create a new article entitled "Association Rights" to be placed after the current article entitled "Committee Rights".

- A. **On the day before the first student day, the District shall conduct a back-to-school orientation for Members including newly hired Members. This orientation shall include a review of District policies related to the work of the Members, a review of the contractual guarantees for Members, and training relevant to the work of the Members. The Association shall have the right to participate in the planning and presentation of this orientation.**

- 22. Incorporate all MOAs signed since September 1, 2022 which require modification of contract language.

Wherefore, the Committee and the Association have caused this MEMORANDUM OF AGREEMENT to be executed by their duly authorized representatives, subject to ratification by the membership of BESPAs and the full School Committee this _____ day of February, 2026.

President of the Brockton ESP
Association

Brockton School Committee

APPENDIX A

2025-2026 WAGE SCALES

Paraprofessionals	Base	3% (Pass ParaPro Test)	5% (College Credits 30- 59)	7% (College Credits 60- 119)	9% (College Credits 120+)
FIRST YEAR (STEP 1)	\$23.90	\$24.62	\$25.10	\$25.57	\$26.05
SECOND YEAR (STEP 2)	\$24.66	\$25.40	\$25.89	\$26.39	\$26.88
3RD & 4TH YEAR (STEP 3)	\$25.83	\$26.60	\$27.12	\$27.64	\$28.15
5TH& 6TH YEAR (STEP 4)	\$26.30	\$27.09	\$27.62	\$28.14	\$28.67
7TH & 8TH YEAR (STEP 5)	\$26.83	\$27.63	\$28.17	\$28.71	\$29.24
9TH & 10TH YEAR (STEP 6)	\$27.12	\$27.93	\$28.48	\$29.02	\$29.56
11TH & 12TH YEAR (STEP 7)	\$27.79	\$28.62	\$29.18	\$29.74	\$30.29
13TH &14TH YEAR (STEP 8)	\$28.12	\$28.96	\$29.53	\$30.09	\$30.65
15TH YEAR (STEP 9)	\$28.66	\$29.52	\$30.09	\$30.67	\$31.24
20TH YEAR (STEP 10)	\$29.79	\$30.68	\$31.28	\$31.88	\$32.47
SRPIC	Base	3% (Pass ParaPro Test)	5% (College Credits 30-59)	7% (College Credits 60-119)	9% (College Credits 120+)
FIRST YEAR (STEP 1)	\$26.84	\$27.65	\$28.18	\$28.72	\$29.26
SECOND YEAR (STEP 2)	\$27.62	\$28.45	\$29.00	\$29.55	\$30.11
3RD & 4TH YEAR (STEP 3)	\$28.83	\$29.69	\$30.27	\$30.85	\$31.42
5TH& 6TH YEAR (STEP 4)	\$29.31	\$30.19	\$30.78	\$31.36	\$31.95
7TH & 8TH YEAR (STEP 5)	\$29.86	\$30.76	\$31.35	\$31.95	\$32.55
9TH & 10TH YEAR (STEP 6)	\$30.16	\$31.06	\$31.67	\$32.27	\$32.87
11TH & 12TH YEAR (STEP 7)	\$30.85	\$31.78	\$32.39	\$33.01	\$33.63
13TH &14TH YEAR (STEP 8)	\$31.19	\$32.13	\$32.75	\$33.37	\$34.00
15TH YEAR (STEP 9)	\$31.74	\$32.69	\$33.33	\$33.96	\$34.60
20TH YEAR (STEP 10)	\$32.91	\$33.90	\$34.56	\$35.21	\$35.87
ADULT LEARNING CENTER & HEALTH PARAPROFESSIONALS (3% DIFFERENTIAL)	Base	3% (Pass ParaPro Test)	5% (College Credits 30-59)	7% (College Credits 60-119)	9% (College Credits 120+)
FIRST YEAR (STEP 1)	\$24.41	\$25.14	\$25.63	\$26.12	\$26.61
SECOND YEAR (STEP 2)	\$25.19	\$25.95	\$26.45	\$26.95	\$27.46
3RD & 4TH YEAR (STEP 3)	\$26.39	\$27.18	\$27.71	\$28.24	\$28.77
5TH& 6TH YEAR (STEP 4)	\$26.88	\$27.69	\$28.22	\$28.76	\$29.30
7TH & 8TH YEAR (STEP 5)	\$27.42	\$28.24	\$28.79	\$29.34	\$29.89
9TH & 10TH YEAR (STEP 6)	\$27.72	\$28.55	\$29.11	\$29.66	\$30.21
11TH & 12TH YEAR (STEP 7)	\$28.41	\$29.26	\$29.83	\$30.40	\$30.97
13TH &14TH YEAR (STEP 8)	\$28.75	\$29.61	\$30.19	\$30.76	\$31.34
15TH YEAR (STEP 9)	\$29.31	\$30.19	\$30.78	\$31.36	\$31.95
20TH YEAR (STEP 10)	\$30.47	\$31.38	\$31.99	\$32.60	\$33.21

SAFETY & SECURITY SPECIALISTS

STEP 1 \$21.40

APPENDIX B (CONTINUED)

2026-2027 WAGES SCALES

Paraprofessionals	Base	3% <small>(Pass ParaPro Test)</small>	5% <small>(College Credits 30-69)</small>	7% <small>(College Credits 60-119)</small>	9% <small>(College Credits 120+)</small>
FIRST YEAR (STEP 1)	\$25.40	\$26.16	\$26.67	\$27.18	\$27.69
SECOND YEAR (STEP 2)	\$26.16	\$26.94	\$27.47	\$27.99	\$28.51
3RD & 4TH YEAR (STEP 3)	\$27.33	\$28.15	\$28.70	\$29.24	\$29.79
5TH& 6TH YEAR (STEP 4)	\$27.80	\$28.63	\$29.19	\$29.75	\$30.30
7TH & 8TH YEAR (STEP 5)	\$28.33	\$29.18	\$29.75	\$30.31	\$30.88
9TH & 10TH YEAR (STEP 6)	\$28.62	\$29.48	\$30.05	\$30.62	\$31.20
11TH & 12TH YEAR (STEP 7)	\$29.29	\$30.17	\$30.75	\$31.34	\$31.93
13TH &14TH YEAR (STEP 8)	\$29.62	\$30.51	\$31.10	\$31.69	\$32.29
15TH YEAR (STEP 9)	\$30.16	\$31.06	\$31.67	\$32.27	\$32.87
20TH YEAR (STEP 10)	\$31.29	\$32.23	\$32.85	\$33.48	\$34.11
SRPIC	Base	3% <small>(Pass ParaPro Test)</small>	5% <small>(College Credits 30-69)</small>	7% <small>(College Credits 60-119)</small>	9% <small>(College Credits 120+)</small>
FIRST YEAR (STEP 1)	\$28.34	\$29.19	\$29.76	\$30.32	\$30.89
SECOND YEAR (STEP 2)	\$29.12	\$29.99	\$30.58	\$31.16	\$31.74
3RD & 4TH YEAR (STEP 3)	\$30.33	\$31.24	\$31.85	\$32.45	\$33.06
5TH& 6TH YEAR (STEP 4)	\$30.81	\$31.73	\$32.35	\$32.97	\$33.58
7TH & 8TH YEAR (STEP 5)	\$31.36	\$32.30	\$32.93	\$33.56	\$34.18
9TH & 10TH YEAR (STEP 6)	\$31.66	\$32.61	\$33.24	\$33.88	\$34.51
11TH & 12TH YEAR (STEP 7)	\$32.35	\$33.32	\$33.97	\$34.61	\$35.26
13TH &14TH YEAR (STEP 8)	\$32.69	\$33.67	\$34.32	\$34.98	\$35.63
15TH YEAR (STEP 9)	\$33.24	\$34.24	\$34.90	\$35.57	\$36.23
20TH YEAR (STEP 10)	\$34.41	\$35.44	\$36.13	\$36.82	\$37.51
ADULT LEARNING CENTER & HEALTH PARAPROFESSIONALS (3% DIFFERENTIAL)	Base	3% <small>(Pass ParaPro Test)</small>	5% <small>(College Credits 30-69)</small>	7% <small>(College Credits 60-119)</small>	9% <small>(College Credits 120+)</small>
FIRST YEAR (STEP 1)	\$25.91	\$26.69	\$27.21	\$27.72	\$28.24
SECOND YEAR (STEP 2)	\$26.69	\$27.49	\$28.02	\$28.56	\$29.09
3RD & 4TH YEAR (STEP 3)	\$27.89	\$28.73	\$29.28	\$29.84	\$30.40
5TH& 6TH YEAR (STEP 4)	\$28.38	\$29.23	\$29.80	\$30.37	\$30.93
7TH & 8TH YEAR (STEP 5)	\$28.92	\$29.79	\$30.37	\$30.94	\$31.52
9TH & 10TH YEAR (STEP 6)	\$29.22	\$30.10	\$30.68	\$31.27	\$31.85
11TH & 12TH YEAR (STEP 7)	\$29.91	\$30.81	\$31.41	\$32.00	\$32.60
13TH &14TH YEAR (STEP 8)	\$30.25	\$31.16	\$31.76	\$32.37	\$32.97
15TH YEAR (STEP 9)	\$30.81	\$31.73	\$32.35	\$32.97	\$33.58
20TH YEAR (STEP 10)	\$31.97	\$32.93	\$33.57	\$34.21	\$34.85

SAFETY & SECURITY SPECIALISTS

STEP 1	\$21.90
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APPENDIX B (CONTINUED)

2027-2028 WAGES SCALES					
Paraprofessionals	Base	3% <small>(Pass ParaPro Test)</small>	5% <small>(College Credits 30-59)</small>	7% <small>(College Credits 60-119)</small>	9% <small>(College Credits 120+)</small>
FIRST YEAR (STEP 1)	\$26.20	\$26.99	\$27.51	\$28.03	\$28.56
SECOND YEAR (STEP 2)	\$26.96	\$27.77	\$28.31	\$28.85	\$29.39
3RD & 4TH YEAR (STEP 3)	\$28.13	\$28.97	\$29.54	\$30.10	\$30.66
5TH& 6TH YEAR (STEP 4)	\$28.60	\$29.46	\$30.03	\$30.60	\$31.17
7TH & 8TH YEAR (STEP 5)	\$29.13	\$30.00	\$30.59	\$31.17	\$31.75
9TH & 10TH YEAR (STEP 6)	\$29.42	\$30.30	\$30.89	\$31.48	\$32.07
11TH & 12TH YEAR (STEP 7)	\$30.09	\$30.99	\$31.59	\$32.20	\$32.80
13TH &14TH YEAR (STEP 8)	\$30.42	\$31.33	\$31.94	\$32.55	\$33.16
15TH YEAR (STEP 9)	\$30.96	\$31.89	\$32.51	\$33.13	\$33.75
20TH YEAR (STEP 10)	\$32.09	\$33.05	\$33.69	\$34.34	\$34.98
SRPIC	Base	3% <small>(Pass ParaPro Test)</small>	5% <small>(College Credits 30-59)</small>	7% <small>(College Credits 60-119)</small>	9% <small>(College Credits 120+)</small>
FIRST YEAR (STEP 1)	\$29.14	\$30.01	\$30.60	\$31.18	\$31.76
SECOND YEAR (STEP 2)	\$29.92	\$30.82	\$31.42	\$32.01	\$32.61
3RD & 4TH YEAR (STEP 3)	\$31.13	\$32.06	\$32.69	\$33.31	\$33.93
5TH& 6TH YEAR (STEP 4)	\$31.61	\$32.56	\$33.19	\$33.82	\$34.45
7TH & 8TH YEAR (STEP 5)	\$32.16	\$33.12	\$33.77	\$34.41	\$35.05
9TH & 10TH YEAR (STEP 6)	\$32.46	\$33.43	\$34.08	\$34.73	\$35.38
11TH & 12TH YEAR (STEP 7)	\$33.15	\$34.14	\$34.81	\$35.47	\$36.13
13TH &14TH YEAR (STEP 8)	\$33.49	\$34.49	\$35.16	\$35.83	\$36.50
15TH YEAR (STEP 9)	\$34.04	\$35.06	\$35.74	\$36.42	\$37.10
20TH YEAR (STEP 10)	\$35.21	\$36.27	\$36.97	\$37.67	\$38.38
ADULT LEARNING CENTER & HEALTH PARAPROFESSIONALS (3% DIFFERENTIAL)	Base	3% <small>(Pass ParaPro Test)</small>	5% <small>(College Credits 30-59)</small>	7% <small>(College Credits 60-119)</small>	9% <small>(College Credits 120+)</small>
FIRST YEAR (STEP 1)	\$26.71	\$27.51	\$28.05	\$28.58	\$29.11
SECOND YEAR (STEP 2)	\$27.49	\$28.31	\$28.86	\$29.41	\$29.96
3RD & 4TH YEAR (STEP 3)	\$28.69	\$29.55	\$30.12	\$30.70	\$31.27
5TH& 6TH YEAR (STEP 4)	\$29.18	\$30.06	\$30.64	\$31.22	\$31.81
7TH & 8TH YEAR (STEP 5)	\$29.72	\$30.61	\$31.21	\$31.80	\$32.39
9TH & 10TH YEAR (STEP 6)	\$30.02	\$30.92	\$31.52	\$32.12	\$32.72
11TH & 12TH YEAR (STEP 7)	\$30.71	\$31.63	\$32.25	\$32.86	\$33.47
13TH &14TH YEAR (STEP 8)	\$31.05	\$31.98	\$32.60	\$33.22	\$33.84
15TH YEAR (STEP 9)	\$31.61	\$32.56	\$33.19	\$33.82	\$34.45
20TH YEAR (STEP 10)	\$32.77	\$33.75	\$34.41	\$35.06	\$35.72
SAFETY & SECURITY SPECIALISTS					

STEP 1	\$22.40	
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President of Brockton ESP Association

Shirley McDonald
Shirley McDonald

Cathia Colombo
Cathia Colombo

Sara Mann
Sara Mann

Michelle Keene
Michelle Keene

K. Williams
Kimberly Williams

Kim Bolan
Kimberly Bolan

K. Pilon
Katherine Pilon

Marci Elman
Marcie Elman

5/23/26
DATE

Brockton School Committee

Moses M. Rodrigues
Mayor Moses M. Rodrigues, Chair

Claudio E. dePina Gomes
Claudio E. dePina Gomes, Vice-Chair

Joyce J. Asack
Joyce J. Asack

Sandra M. Centaro
Sandra M. Centaro

Ana C. Oliver
Ana C. Oliver

Stephen V. Pina
Stephen V. Pina

Tony A. Rodrigues
Tony A. Rodrigues

Timothy J. Sullivan
Timothy J. Sullivan

Date