

Paraprofessional Pay Differential

Pay differential is designed to recognize the variations in work expectations among the three categories of paraprofessionals, with dollar amounts calculated over a full year worked and prorated from the date of hire.

Category	Roles	Pay Structure	Notes
Category 1	Paraprofessionals who work within General Education	Regular hourly rate	Instructional
Category 2	Paraprofessionals who work with students with IEPs (Resource) Paraprofessionals who work in multilingual programming	Regular hourly rate plus • \$1300 stipend (\$50/Pay Period) *	Resource Language
Category 3	Paraprofessionals who work with students with IEPs in a high need capacity	Regular hourly rate plus • \$1950 stipend (\$75/Pay Period) *	High Need: • ALS • ISP • Pre-K

*Based on a payroll distribution of 26 pay periods.