

Natick Public Schools
Non-Represented Personnel Compensation Schedule
Effective FY 2020

Title	Unit of Pay	FY 2020 2% increase *(exceptions as noted)	Max with Merit Adjustmen	Effective Date	%Increase
Step increases will be granted only to employees with a performance rating of satisfactory/proficient/meets expectations, or above.					
Various Non-Represented Personnel					
Director of Communications	Annual	\$69,826 - \$85,939		7/1/2019	2.00%
Planning & Budget Analyst	Annual	\$62,598 - \$73,104		7/1/2019	2.00%
Part Time Clerical	Hour	\$16.6069		7/1/2019	2.00%
Tutors/Handicapped/Homebound/MCAS/Homework	Hour			7/1/2019	
Step 1		\$29.1791			2.00%
Step 2		\$30.5790			2.00%
Step 3		\$31.9532			2.00%
Step 4		\$33.3533			2.00%
Step 5		\$34.8383			2.00%
Tutors - In School - >10 hrs per week	Hour			7/1/2019	
Step 1		\$24.9696			2.00%
Step 2		\$26.0100			2.00%
Step 3		\$27.0504			2.00%
Step 4		\$28.0908			2.00%
Step 5		\$29.2026			2.00%
Student/Community Coach - Salaried	Annual			7/1/2019	
		\$45,778			2.00%
Student/Community Coach - Hourly	Hour				
Step 1		\$25.1257			2.00%
Step 2		\$25.6355			2.00%
Step 3		\$26.1453			2.00%
Step 4		\$26.7308			2.00%
Instrumental Accompanist Step 1	Rehearsal	\$35		8/25/2019	2.00%
Instrumental Accompanist Step 2	Dress Rehearsal / Performance	\$97		8/25/2019	2.00%
Late Bus Coverage (additional compensation)	Day	\$32.1203		8/25/2019	0.00%
Cafeteria Monitor	Hour	\$13.8964		8/25/2019	2.00%
Substitute Coordinator *	Day	\$125		8/25/2019	*
Permanent Substitute Teacher Hourly	Hour	\$24.63		8/27/2019	2.00%
PSAT Proctors	Stipend (each)				
PSAT Breaker/Floater		\$100		8/25/2019	0.00%
PSAT Proctor		\$120		8/25/2019	0.00%
PSAT SSD Proctor		\$150		8/25/2019	0.00%
PSAT Supervisor		\$430		8/25/2019	0.00%
On-Line Learning Coordinator	Hour	\$30.1577		8/25/2019	2.00%
Wellness Center Supervisor	Hour	\$29.0596		8/25/2019	2.00%
NHS Student Supervisor	Hour	\$22.8719		8/25/2019	2.00%
Wall of Achievement Coordinator (2 positions)	Stipend (each)	\$1,345		8/25/2019	0.00%
Virtual Education Supervisor	Annual	\$37,417 - \$45,728		8/25/2019	2.00%
FEIP & KEIP Tutors (KEIP's with a start date after 8/29/15) First Grade & Kindergarten Early Intervention Program)				8/25/2019	
Step 1	Hour	\$20.4546			2.00%
Step 2	Hour	\$22.0674			2.00%
Step 3	Hour	\$23.7122			2.00%
KEIPS (grandfathered - based on LT Sub rate / 6 hrs)	Hour	\$31.46		8/29/2017	2.00%
Administration					
Assistant Superintendent Curriculum	Annual	\$145,338 - \$173,774	\$177,598	7/1/2019	2.25%
Director of Finance *	Annual	\$127,310 - \$145,915	\$149,126	7/1/2019	2.25%
Director of Human Resources	Annual	\$116,563 - \$139,877	\$142,955	7/1/2019	2.25%
Assistant Superintendent for Student Services	Annual	\$121,529 - \$148,535	\$151,804	7/1/2019	2.25%
Director of Digital Learning	Annual	\$91,199 - \$114,000		7/1/2019	2.00%
Director of Technology	Annual	\$122,343 - \$137,783	\$140,815	7/1/2019	2.25%
Assistant Director of Finance	Annual	\$89,301 - \$110,313		7/1/2019	2.00%

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Principals					
High School	Annual	\$142,794 - \$156,110	\$159,545	7/1/2019	2.25%
Middle School	Annual	\$129,761 - \$147,952	\$151,208	7/1/2019	2.25%
Elementary School	Annual	\$124,917 - \$145,378	\$148,577	7/1/2019	2.25%
Preschool	Annual	\$121,200 - \$138,947	\$142,005	7/1/2019	2.25%
High School Dean of Students	Annual	EAN Salary Schedule		7/1/2019	
Student Services					
Nurse Leader	Annual	\$105,011 - \$108,477	\$110,864	7/1/2019	2.25%
Director of Student Services	Annual	\$125,000 - \$135,000		7/1/2019	New FY20
Part Time Nurse	Hour	\$39.1033		7/1/2019	2.00%
Nurse Assistant	Hour	\$20.1422 - \$32.1952		7/1/2019	2.00%
Board Certified Behavior Analyst	Annual	EAN Salary Schedule		8/27/2019	
Occupational Therapist	Annual	EAN Salary Schedule		8/1/2019	
Physical Therapist	Annual	EAN Salary Schedule		8/1/2019	
ABA Technician (Applied Behavioral Analysis Technician)	Hour			8/27/2019	
Step 1		\$26.8011			2.00%
Step 2		\$28.2819			2.00%
Step 3		\$29.7627			2.00%
Step 4		\$31.3334			2.00%
Certified Licensed Asst (School Year)	Hour			8/27/2019	
Step 1		\$26.8011			2.00%
Step 2		\$28.2819			2.00%
Step 3		\$29.7627			2.00%
Step 4		\$31.2568			2.00%
Step 5		\$32.7644			2.00%
Step 6		\$34.2584			2.00%
Step 7		\$35.7259			2.00%
Step 8		\$37.3112			2.00%
Confidential Secretaries					
School Committee Mtgs	Per Mtg	\$177.30		7/1/2019	0.00%
Executive Assistant to the Superintendent & School Committee	Annual	\$72,388		7/1/2019	2.00%
Director of Human Resources	Hour			7/1/2019	
Step 1		\$29.9219			2.00%
Step 2		\$30.2475			2.00%
Step 3		\$30.8524			2.00%
Step 4		\$32.2416			2.00%
Substitutes					
Administrative Assistants	Day	\$106		7/1/2019	2.00%
Retired Administrative Assistants	Day	\$126		7/1/2019	2.00%
Teachers & Paraprofessionals (Bachelors degree) (1 - 15 days)	Day	\$106		8/27/2019	2.00%
Teachers & Paraprofessionals (Bachelors degree) (16 - 90 days)	Day	\$119		8/27/2019	2.00%
Teachers & Paraprofessionals (Bachelors degree) (91+ days)	Day	\$126		8/27/2019	2.00%
Paraprofessional (no degree)	Day	\$106		8/27/2019	2.00%
Long Term Teachers & Nurses	Day	\$188		8/27/2019	2.00%
Long Term Teachers - hourly	Hour	\$31.3824		8/27/2019	2.00%
Long Term Paraprofessional	Day	\$126		8/27/2019	2.00%
Permanent Teacher Sub	Day	\$126		8/27/2019	2.00%
Math Club Interventionist	Hour	\$37.4000		8/27/2019	2.00%
Nurses	Day	\$126		8/27/2019	2.00%
ABA Tech Sub	Hour	same as ABA Tech-step 1		8/27/2019	
Long Term Title 1 Substitutes	Hour	Title 1 Contract - Step 1		8/27/2019	
Food Service	Hour	Step 1 - PT Food Service Worker per contract		8/27/2019	

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Mini University/Professional Development				8/27/2019	0.00%
Curriculum Writing	Hour	\$30.3895			0.00%
Instructor for graduate credit course 12 or more students	per credit	\$875.22			0.00%
Instructor for graduate credit course 8-11students	per credit	\$656.41			0.00%
Instructor for graduate credit course 5-7 students	per credit	\$437.61			0.00%
Study Group Facilitator	flat rate/group	\$182.3314			0.00%
Study Group Leader	per credit	\$303.90			0.00%
Instructor for workshop - class	Hour	\$36.4675			0.00%
Instructor for workshop - prep time	Hour	\$18.2337			0.00%
Summer workshop	Hour	\$30.3895			0.00%
Summer School (self funding)					
Director of Summer Academics Program *	Stipend	\$12,000		7/1/2019	*
Summer Program Coordinator-Athletic Performance Enhancement	Stipend				
Junior Counselor	Hour	\$12.9111 - \$18.6569			2.00%
Lifeguard	Hour	\$21.5230 - \$25.8222			2.00%
After School Teacher	Hour	\$21.5230 - \$25.8222			2.00%
Teacher/Nurse	Hour	\$25.8222 - \$50.2115			2.00%
Admin Assistant	Hour	\$21.5230 - \$30.1349			2.00%
Teacher Assistant	Hour	\$21.5230 - \$25.8222			2.00%
ASAP (self funding) Please see ASAP SECTION					
ASAP Director	Annual	See ASAP Section		8/1/2019	2.00%
ASAP Assistant Director	Annual	See ASAP Section		8/1/2019	2.00%
ASAP Site Supervisor	Annual	See ASAP Section		8/22/2019	2.00%
ASAP Site Supervisor w/Avg Enroll 90+	Stipend	See ASAP Section		8/22/2019	0.00%
ASAP Site Supervisor w/Avg Enroll 60+	Stipend	See ASAP Section		8/22/2019	0.00%
ASAP Assistant Site Supervisor	Hour	See ASAP Section		8/22/2019	2.00%
ASAP Kindergarten Coordinator	Hour	See ASAP Section		8/22/2019	2.00%
ASAP Lead Instructor	Hour	See ASAP Section		8/27/2019	2.00%
ASAP Instructor	Hour	See ASAP Section		8/27/2019	2.00%
ASAP Assistant Instructor	Hour	See ASAP Section		8/27/2019	2.00%
ASAP Substitute Instructor	Hour	See ASAP Section		8/27/2019	2.00%
ASAP Tutor/Mentor	Hour	See ASAP Section		8/27/2019	2.00%
Elementary Enrichment Coordinator	Stipend	See ASAP Section		8/27/2019	0.00%
Elementary Enrichment Instructor	Stipend	See ASAP Section		8/27/2019	0.00%
Metco Personnel (grant funded)					
Director (200 days)	Annual	\$79,405 - \$90,283		7/1/2019	2.00%
Academic Liaison	Hour	\$30.3789		8/27/2019	2.00%
Instrumental Music (self funding)				8/27/2019	0.00%
Instrumental Music Instructor - Private	Hour	\$49			0.00%
Instrumental Music Instructor - Group	Hour	\$53			0.00%
Instrumental Music Instructor - Semi-Private	Hour	\$70			0.00%
Note: hourly rate represents pay for two 1/2 hour lessons					
Other Grant & Self Funding Positions					
Data Entry Clerk / Clerical	Hour	\$21.5682 - \$22.4130		7/1/2019	2.00%
Technology Workshop Presenters (grant funded)	per workshop	\$221.11		7/1/2019	0.00%
Summer Technology Training (grant funded)	Full Day	TBD		7/1/2019	TBD
Project Coordinator - FY	Annual	\$47,481 - \$59,438		7/1/2019	2.00%
BOKS Instructors	Hour	TBD		8/27/2019	TBD

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Technology				
Network Manager	Annual	7/1/2019		
Step 1			2.00%	\$ 89,407
Step 2			2.00%	\$ 91,195
Step 3			2.00%	\$ 93,019
Step 4			2.00%	\$ 94,879
Step 5			2.00%	\$ 96,777
Step 6			2.00%	\$ 98,712
Step 7			2.00%	\$ 100,687
Step 8			2.00%	\$ 102,700
Network Engineer	Annual	7/1/2019		
Step 1			2.00%	\$ 69,578
Step 2			2.00%	\$ 70,970
Step 3			2.00%	\$ 72,389
Step 4			2.00%	\$ 73,837
Step 5			2.00%	\$ 75,314
Step 6			2.00%	\$ 76,820
Step 7			2.00%	\$ 78,357
Step 8			2.00%	\$ 79,924
Step 9			2.00%	\$ 81,522
Step 10			2.00%	\$ 83,153
Step 11			2.00%	\$ 84,816
Deployment Specialist	Annual	7/1/2019		
Step 1			2.00%	\$ 65,565
Step 2			2.00%	\$ 66,877
Step 3			2.00%	\$ 68,214
Step 4			2.00%	\$ 69,578
Step 5			2.00%	\$ 70,970
Step 6			2.00%	\$ 72,389
Step 7			2.00%	\$ 73,837
Step 8			2.00%	\$ 75,314
Step 9			2.00%	\$ 76,820
Step 10			2.00%	\$ 78,357

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Data Manager of Curriculum and Assessment Systems	Annual	7/1/2019		
Step 1			2.00%	\$ 70,659
Step 2			2.00%	\$ 72,101
Step 3			2.00%	\$ 73,573
Step 4			2.00%	\$ 75,074
Step 5			2.00%	\$ 76,606
Step 6			2.00%	\$ 78,170
Step 7			2.00%	\$ 79,765
Step 8			2.00%	\$ 81,393
Step 9			2.00%	\$ 83,054
Step 10			2.00%	\$ 84,749
Step 11			2.00%	\$ 86,479
Manager of Data, Quality and Controls	Annual	7/1/2019		
Step 1			2.00%	\$ 65,565
Step 2			2.00%	\$ 66,877
Step 3			2.00%	\$ 68,214
Step 4			2.00%	\$ 69,578
Step 5			2.00%	\$ 70,970
Step 6			2.00%	\$ 72,389
Step 7			2.00%	\$ 73,837
Step 8			2.00%	\$ 75,314
Step 9			2.00%	\$ 76,820
Step 10			2.00%	\$ 78,357
Step 11			2.00%	\$ 79,924
Data, Budget & Control Analyst	Annual	7/1/2019		
Step 1			2.00%	\$ 60,197
Step 2			2.00%	\$ 61,401
Step 3			2.00%	\$ 62,629
Step 4			2.00%	\$ 63,881
Step 5			2.00%	\$ 65,159
Step 6			2.00%	\$ 66,462
Step 7			2.00%	\$ 67,791
Step 8			2.00%	\$ 69,147
Step 9			2.00%	\$ 70,530
Step 10			2.00%	\$ 71,941
Help Desk Manager	Annual	7/1/2019		
Step 1			2.00%	\$ 69,578
Step 2			2.00%	\$ 70,970
Step 3			2.00%	\$ 72,389

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Title	Unit of Pay	Effective Date	Increase	FY 2020 2.0% Increase
Step 4			2.00%	\$ 73,837
Step 5			2.00%	\$ 75,314
Step 6			2.00%	\$ 76,820
Step 7			2.00%	\$ 78,357
Step 8			2.00%	\$ 79,924
Step 9			2.00%	\$ 81,522
Step 10			2.00%	\$ 83,153
Step 11			2.00%	\$ 84,816
Technician I (FY & SY)	Hour	7/1/2019		
Step 1			2.00%	\$ 20.2926
Step 2			2.00%	\$ 21.8167
Step 3			2.00%	\$ 23.4604
Step 4			2.00%	\$ 23.8182
Technician II (FY & SY)	Hour	7/1/2019		\$ -
Step 1			2.00%	\$ 26.2229
Step 2			2.00%	\$ 28.2446
Step 3			2.00%	\$ 30.2662
Step 4			2.00%	\$ 32.3213
Technology Intern**		7/1/2019		
Step 1			**	\$ 12.7500
Step 2				\$ 13.2600
Step 3				\$ 13.5900

**Updated to MA minimum wage increase effective 01.01.2020

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Effective FY 2020

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ASAP (self funding)					
ASAP Director	Annual	2.0%	8/1/2019	\$ 73,859	\$ 85,502
ASAP Assistant Director	Annual	2.0%	8/1/2019	\$ 55,534	\$ 64,286
ASAP Site Supervisor	Annual	2.0%	8/20/2019	\$ 44,035	\$ 50,977
ASAP Site Supervisor w/Avg Enrollment 60+/day	Stipend	0.0%	8/20/2019	\$1,346	
ASAP Site Supervisor w/Avg Enrollment 90+/day	Stipend	0.0%	8/20/2019	\$2,733	
ASAP Assistant Site Supervisor	Annual	2.0%	8/20/2019	\$ 40,032	\$ 46,343
ASAP Coordinator	Annual	2.0%	8/20/2019	\$ 40,032	\$ 46,343
ASAP Kindergarten Coordinator	Annual	2.0%	8/20/2019	\$ 40,032	\$ 46,343
ASAP Lead Instructor	Hour	2.0%	8/20/2019	\$ 21.4127	\$ 26.0272
ASAP Instructor	Hour	2.0%	8/20/2019	\$ 19.4661	\$ 23.6611
ASAP Assistant Instructor	Hour	2.0%	8/20/2019	\$ 17.6964	\$ 20.4858
ASAP Substitute Instructor	Hour	2.0%	8/20/2019	\$ 16.0876	\$ 18.6235
ASAP Tutor/Mentor	Hour	2.0%	8/20/2019	12.75**	
ASAP Operations Manager	Hour	2.0%	8/1/2019	\$ 29.2259	\$ 34.0024
Elementary Enrichment Coordinator	Stipend	0.0%	8/20/2019	\$641	
Elementary Enrichment Instructor	Stipend	0.0%	8/20/2019	\$460	

**Updated to MA minimum wage increase effective 01.01.2020

Revised 05/14/2019

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