

SOUHEGAN Policy

GCBA – PROFESSIONAL AND SUPPORT STAFF COMPENSATION SCHEDULE

Professional Salary Schedule Components.

It is agreed that Professional Staff employees shall be paid an annual wage based on the attached schedules for 2020-21 (FY21), 2021-22 (FY22), 2022-23 (FY23), and 2023-2024 (FY24), with longevity, permanent assignment and extra classes being the only additional salary added to the amounts on the schedules. **(Agreed and approved March 2020)**

- Professional Staff salaries for FY21-FY24 are calculated as follows:

Fiscal Year	Step 0-16 Calculation
FY21	Step 0 remains identical to prior FY, Steps 1-16 increase by \$133 per step over the prior FY (new step = old step + (133*Step#))
FY22	Step 0 remains identical to prior FY, Steps 1-16 increase by \$120 per step over the prior FY (new step = old step + (120*Step#))
FY23	Step 0 remains identical to prior FY, Steps 1-16 increase by \$110 per step over the prior FY (new step = old step + (110*Step#))
FY24	Step 0 remains identical to prior FY, Steps 1-16 increase by \$97 per step over the prior FY (new step = old step + (97*Step#))

- Professional Staff whose salary exceeds their placement on the schedule in any year shall receive 50% of the increase they would normally be entitled to. Professional staff on step 16 whose salary exceeds their placement shall receive 50% of the step 16 increase, rounded up to the new step 16 amount if it places them between the new steps 15 and 16.
- Support Staff Hourly Rates for FY21-FY24 are calculated as follows; Support Staff whose Hourly Rate exceed their placement on the Support Staff schedule in any year shall receive 50% of the increase they would normally be entitled to (Support Staff on step 12 whose salary exceeds their placement shall receive 50% of the increase, rounded up to the new step 12 amount if it places them between the new steps 11 and 12),,as follows:

Fiscal Year	Standard Increase, \$/hr	50% increase, \$/hr
FY21	\$1.20	\$0.60
FY22	\$1.00	\$0.50
FY23	\$1.00	\$0.50
FY24	\$1.00	\$0.50

New lanes may be added to the Professional Salary Table as need to reflect staff coursework and career growth attainments. New lanes shall be added at the rate of \$882/lane over the preceding lane. **(Agreed and approved March 2020)**

It is agreed that Career Growth shall count as 3 lanes and the staff member shall state in their proposal letter which of the following two options they are enrolling in for this cycle:

- Movement of all three lanes upon completion of the 3 phase cycle, with the option to begin a new cycle immediately.
- Movement of one lane per completed phase, with the understanding that the next cycle can be started no sooner than the 4th year following the initiation of the current cycle.

SOUHEGAN Policy

GCBA – PROFESSIONAL AND SUPPORT STAFF COMPENSATION SCHEDULE

- This is effective for any career growth not completed by June 2017.

It is agreed that each time a staff member attains 10 credits that he or she will move one lane to the right. These credits shall meet the qualifying criteria as previously identified in the Personnel Policies Handbook.

It is agreed that all lane changes will be based on the staff member's successful completion of approved eligible credits and/or career growth phases by the preceding June 30. To clarify, the salary paid in 2008 – 2009 will be based on the credits and career growth phases successfully completed by June 30, 2008.

All transcripts and approvals must be received by March 1st in order to be included for salary purposes for the issuance of contracts in April. All transcripts and approvals for credits and career growth phases completed between March 1st and June 30th will result in the issuance of an updated contract. There shall be no new contracts issued for transcripts and approvals for credits and career growth received after June 30 of any given year. **(Agreed and approved March 2008)**

Certain continuing educational programs determined by the Superintendent, with the approval of the School Board, to meet district needs for professional staff will be "incentivized" for a specified period of time. Once designated, the incentive shall remain in effect for the specified period. Programs may be extended as needed to satisfy district requirements, but not terminated prior to the announced extension end date. Professional staff successfully completing those programs in the specified period shall advance 3 lanes in the compensation schedule starting in the Fiscal Year following their successful completion. **(Agreed and approved March 2020)**

Credit for PhD in position shall only be given where PhD is required as condition of employment **(Approved 2005.)**

Updated: September 2013

Extra class loads for professional staff

Staff exceeding 1 FTE will be paid in accordance to policy GCM.

SOUHEGAN Policy

GCBA – PROFESSIONAL AND SUPPORT STAFF COMPENSATION SCHEDULE

Souhegan Professional Salary Schedule

2020-2021

	A	B	C	D	E	F	G	H	I	J
[Step 0]	\$46,334.00	\$47,216.00	\$48,098.00	\$48,980.00	\$49,862.00	\$50,744.00	\$51,626.00	\$52,508.00	\$53,390.00	\$54,272.00
(Step 1)	\$47,652.00	\$48,534.00	\$49,416.00	\$50,298.00	\$51,180.00	\$52,062.00	\$52,944.00	\$53,826.00	\$54,708.00	\$55,590.00
(Step 2)	\$48,970.00	\$49,852.00	\$50,734.00	\$51,616.00	\$52,498.00	\$53,380.00	\$54,262.00	\$55,144.00	\$56,026.00	\$56,908.00
[Step 3]	\$50,288.00	\$51,170.00	\$52,052.00	\$52,934.00	\$53,816.00	\$54,698.00	\$55,580.00	\$56,462.00	\$57,344.00	\$58,226.00
[Step 4]	\$51,606.00	\$52,488.00	\$53,370.00	\$54,252.00	\$55,134.00	\$56,016.00	\$56,898.00	\$57,780.00	\$58,662.00	\$59,544.00
[Step 5]	\$52,924.00	\$53,806.00	\$54,688.00	\$55,570.00	\$56,452.00	\$57,334.00	\$58,216.00	\$59,098.00	\$59,980.00	\$60,862.00
[Step 6]	\$54,242.00	\$55,124.00	\$56,006.00	\$56,888.00	\$57,770.00	\$58,652.00	\$59,534.00	\$60,416.00	\$61,298.00	\$62,180.00
[Step 7]	\$55,560.00	\$56,442.00	\$57,324.00	\$58,206.00	\$59,088.00	\$59,970.00	\$60,852.00	\$61,734.00	\$62,616.00	\$63,498.00
[Step 8]	\$56,878.00	\$57,760.00	\$58,642.00	\$59,524.00	\$60,406.00	\$61,288.00	\$62,170.00	\$63,052.00	\$63,934.00	\$64,816.00
[Step 9]	\$58,196.00	\$59,078.00	\$59,960.00	\$60,842.00	\$61,724.00	\$62,606.00	\$63,488.00	\$64,370.00	\$65,252.00	\$66,134.00
[Step 10]	\$59,514.00	\$60,396.00	\$61,278.00	\$62,160.00	\$63,042.00	\$63,924.00	\$64,806.00	\$65,688.00	\$66,570.00	\$67,452.00
(Step 11)	\$60,832.00	\$61,714.00	\$62,596.00	\$63,478.00	\$64,360.00	\$65,242.00	\$66,124.00	\$67,006.00	\$67,888.00	\$68,770.00
(Step 12)	\$62,150.00	\$63,032.00	\$63,914.00	\$64,796.00	\$65,678.00	\$66,560.00	\$67,442.00	\$68,324.00	\$69,206.00	\$70,088.00
(Step 13)	\$62,150.00	\$63,032.00	\$63,914.00	\$66,114.00	\$66,996.00	\$67,878.00	\$68,760.00	\$69,642.00	\$70,524.00	\$71,406.00
(Step 14)	\$62,150.00	\$63,032.00	\$63,914.00	\$67,432.00	\$68,314.00	\$69,196.00	\$70,078.00	\$70,960.00	\$71,842.00	\$72,724.00
(Step 15)	\$62,150.00	\$63,032.00	\$63,914.00	\$68,750.00	\$69,632.00	\$70,514.00	\$71,396.00	\$72,278.00	\$73,160.00	\$74,042.00
(Step 16)	\$62,150.00	\$63,032.00	\$63,914.00	\$70,068.00	\$70,950.00	\$71,832.00	\$72,714.00	\$73,596.00	\$74,478.00	\$75,360.00
	K	L	M	N	O	P	Q	R	S	T
[Step 0]	\$55,154.00	\$56,036.00	\$56,918.00	\$57,800.00	\$58,682.00	\$59,564.00	\$60,446.00	\$61,328.00	\$62,210.00	\$63,092.00
(Step 1)	\$56,472.00	\$57,354.00	\$58,236.00	\$59,118.00	\$60,000.00	\$60,882.00	\$61,764.00	\$62,646.00	\$63,528.00	\$64,410.00
(Step 2)	\$57,790.00	\$58,672.00	\$59,554.00	\$60,436.00	\$61,318.00	\$62,200.00	\$63,082.00	\$63,964.00	\$64,846.00	\$65,728.00
[Step 3]	\$59,108.00	\$59,990.00	\$60,872.00	\$61,754.00	\$62,636.00	\$63,518.00	\$64,400.00	\$65,282.00	\$66,164.00	\$67,046.00
[Step 4]	\$60,426.00	\$61,308.00	\$62,190.00	\$63,072.00	\$63,954.00	\$64,836.00	\$65,718.00	\$66,600.00	\$67,482.00	\$68,364.00
[Step 5]	\$61,744.00	\$62,626.00	\$63,508.00	\$64,390.00	\$65,272.00	\$66,154.00	\$67,036.00	\$67,918.00	\$68,800.00	\$69,682.00
[Step 6]	\$63,062.00	\$63,944.00	\$64,826.00	\$65,708.00	\$66,590.00	\$67,472.00	\$68,354.00	\$69,236.00	\$70,118.00	\$71,000.00
[Step 7]	\$64,380.00	\$65,262.00	\$66,144.00	\$67,026.00	\$67,908.00	\$68,790.00	\$69,672.00	\$70,554.00	\$71,436.00	\$72,318.00
[Step 8]	\$65,698.00	\$66,580.00	\$67,462.00	\$68,344.00	\$69,226.00	\$70,108.00	\$70,990.00	\$71,872.00	\$72,754.00	\$73,636.00
[Step 9]	\$67,016.00	\$67,898.00	\$68,780.00	\$69,662.00	\$70,544.00	\$71,426.00	\$72,308.00	\$73,190.00	\$74,072.00	\$74,954.00
[Step 10]	\$68,334.00	\$69,216.00	\$70,098.00	\$70,980.00	\$71,862.00	\$72,744.00	\$73,626.00	\$74,508.00	\$75,390.00	\$76,272.00
(Step 11)	\$69,652.00	\$70,534.00	\$71,416.00	\$72,298.00	\$73,180.00	\$74,062.00	\$74,944.00	\$75,826.00	\$76,708.00	\$77,590.00
(Step 12)	\$70,970.00	\$71,852.00	\$72,734.00	\$73,616.00	\$74,498.00	\$75,380.00	\$76,262.00	\$77,144.00	\$78,026.00	\$78,908.00
(Step 13)	\$72,288.00	\$73,170.00	\$74,052.00	\$74,934.00	\$75,816.00	\$76,698.00	\$77,580.00	\$78,462.00	\$79,344.00	\$80,226.00
(Step 14)	\$73,606.00	\$74,488.00	\$75,370.00	\$76,252.00	\$77,134.00	\$78,016.00	\$78,898.00	\$79,780.00	\$80,662.00	\$81,544.00
(Step 15)	\$74,924.00	\$75,806.00	\$76,688.00	\$77,570.00	\$78,452.00	\$79,334.00	\$80,216.00	\$81,098.00	\$81,980.00	\$82,862.00
(Step 16)	\$76,242.00	\$77,124.00	\$78,006.00	\$78,888.00	\$79,770.00	\$80,652.00	\$81,534.00	\$82,416.00	\$83,298.00	\$84,180.00

SOUHEGAN Policy

GCBA – PROFESSIONAL AND SUPPORT STAFF COMPENSATION SCHEDULE

	U	V	W	X	Y	Z	AA	AB	AC	AD
[Step 0]	\$63,974.00	\$64,856.00	\$65,738.00	\$66,620.00	\$67,502.00	\$68,384.00	\$69,266.00	\$70,148.00	\$71,030.00	\$71,912.00
(Step 1)	\$65,292.00	\$66,174.00	\$67,056.00	\$67,938.00	\$68,820.00	\$69,702.00	\$70,584.00	\$71,466.00	\$72,348.00	\$73,230.00
(Step 2)	\$66,610.00	\$67,492.00	\$68,374.00	\$69,256.00	\$70,138.00	\$71,020.00	\$71,902.00	\$72,784.00	\$73,666.00	\$74,548.00
[Step 3]	\$67,928.00	\$68,810.00	\$69,692.00	\$70,574.00	\$71,456.00	\$72,338.00	\$73,220.00	\$74,102.00	\$74,984.00	\$75,866.00
[Step 4]	\$69,246.00	\$70,128.00	\$71,010.00	\$71,892.00	\$72,774.00	\$73,656.00	\$74,538.00	\$75,420.00	\$76,302.00	\$77,184.00
[Step 5]	\$70,564.00	\$71,446.00	\$72,328.00	\$73,210.00	\$74,092.00	\$74,974.00	\$75,856.00	\$76,738.00	\$77,620.00	\$78,502.00
[Step 6]	\$71,882.00	\$72,764.00	\$73,646.00	\$74,528.00	\$75,410.00	\$76,292.00	\$77,174.00	\$78,056.00	\$78,938.00	\$79,820.00
[Step 7]	\$73,200.00	\$74,082.00	\$74,964.00	\$75,846.00	\$76,728.00	\$77,610.00	\$78,492.00	\$79,374.00	\$80,256.00	\$81,138.00
[Step 8]	\$74,518.00	\$75,400.00	\$76,282.00	\$77,164.00	\$78,046.00	\$78,928.00	\$79,810.00	\$80,692.00	\$81,574.00	\$82,456.00
[Step 9]	\$75,836.00	\$76,718.00	\$77,600.00	\$78,482.00	\$79,364.00	\$80,246.00	\$81,128.00	\$82,010.00	\$82,892.00	\$83,774.00
[Step 10]	\$77,154.00	\$78,036.00	\$78,918.00	\$79,800.00	\$80,682.00	\$81,564.00	\$82,446.00	\$83,328.00	\$84,210.00	\$85,092.00
(Step 11)	\$78,472.00	\$79,354.00	\$80,236.00	\$81,118.00	\$82,000.00	\$82,882.00	\$83,764.00	\$84,646.00	\$85,528.00	\$86,410.00
(Step 12)	\$79,790.00	\$80,672.00	\$81,554.00	\$82,436.00	\$83,318.00	\$84,200.00	\$85,082.00	\$85,964.00	\$86,846.00	\$87,728.00
(Step 13)	\$81,108.00	\$81,990.00	\$82,872.00	\$83,754.00	\$84,636.00	\$85,518.00	\$86,400.00	\$87,282.00	\$88,164.00	\$89,046.00
(Step 14)	\$82,426.00	\$83,308.00	\$84,190.00	\$85,072.00	\$85,954.00	\$86,836.00	\$87,718.00	\$88,600.00	\$89,482.00	\$90,364.00
(Step 15)	\$83,744.00	\$84,626.00	\$85,508.00	\$86,390.00	\$87,272.00	\$88,154.00	\$89,036.00	\$89,918.00	\$90,800.00	\$91,682.00
(Step 16)	\$85,062.00	\$85,944.00	\$86,826.00	\$87,708.00	\$88,590.00	\$89,472.00	\$90,354.00	\$91,236.00	\$92,118.00	\$93,000.00

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Souhegan Professional Salary Schedule		2021-2022								
	A	B	C	D	E	F	G	H	I	J
[Step 0]	\$46,334.00	\$47,216.00	\$48,098.00	\$48,980.00	\$49,862.00	\$50,744.00	\$51,626.00	\$52,508.00	\$53,390.00	\$54,272.00
(Step 1)	\$47,772.00	\$48,654.00	\$49,536.00	\$50,418.00	\$51,300.00	\$52,182.00	\$53,064.00	\$53,946.00	\$54,828.00	\$55,710.00
(Step 2)	\$49,210.00	\$50,092.00	\$50,974.00	\$51,856.00	\$52,738.00	\$53,620.00	\$54,502.00	\$55,384.00	\$56,266.00	\$57,148.00
[Step 3]	\$50,648.00	\$51,530.00	\$52,412.00	\$53,294.00	\$54,176.00	\$55,058.00	\$55,940.00	\$56,822.00	\$57,704.00	\$58,586.00
[Step 4]	\$52,086.00	\$52,968.00	\$53,850.00	\$54,732.00	\$55,614.00	\$56,496.00	\$57,378.00	\$58,260.00	\$59,142.00	\$60,024.00
[Step 5]	\$53,524.00	\$54,406.00	\$55,288.00	\$56,170.00	\$57,052.00	\$57,934.00	\$58,816.00	\$59,698.00	\$60,580.00	\$61,462.00
[Step 6]	\$54,962.00	\$55,844.00	\$56,726.00	\$57,608.00	\$58,490.00	\$59,372.00	\$60,254.00	\$61,136.00	\$62,018.00	\$62,900.00
[Step 7]	\$56,400.00	\$57,282.00	\$58,164.00	\$59,046.00	\$59,928.00	\$60,810.00	\$61,692.00	\$62,574.00	\$63,456.00	\$64,338.00
[Step 8]	\$57,838.00	\$58,720.00	\$59,602.00	\$60,484.00	\$61,366.00	\$62,248.00	\$63,130.00	\$64,012.00	\$64,894.00	\$65,776.00
[Step 9]	\$59,276.00	\$60,158.00	\$61,040.00	\$61,922.00	\$62,804.00	\$63,686.00	\$64,568.00	\$65,450.00	\$66,332.00	\$67,214.00
[Step 10]	\$60,714.00	\$61,596.00	\$62,478.00	\$63,360.00	\$64,242.00	\$65,124.00	\$66,006.00	\$66,888.00	\$67,770.00	\$68,652.00
(Step 11)	\$62,152.00	\$63,034.00	\$63,916.00	\$64,798.00	\$65,680.00	\$66,562.00	\$67,444.00	\$68,326.00	\$69,208.00	\$70,090.00
(Step 12)	\$63,590.00	\$64,472.00	\$65,354.00	\$66,236.00	\$67,118.00	\$68,000.00	\$68,882.00	\$69,764.00	\$70,646.00	\$71,528.00
(Step 13)	\$63,590.00	\$64,472.00	\$65,354.00	\$67,674.00	\$68,556.00	\$69,438.00	\$70,320.00	\$71,202.00	\$72,084.00	\$72,966.00
(Step 14)	\$63,590.00	\$64,472.00	\$65,354.00	\$69,112.00	\$69,994.00	\$70,876.00	\$71,758.00	\$72,640.00	\$73,522.00	\$74,404.00
(Step 15)	\$63,590.00	\$64,472.00	\$65,354.00	\$70,550.00	\$71,432.00	\$72,314.00	\$73,196.00	\$74,078.00	\$74,960.00	\$75,842.00
(Step 16)	\$63,590.00	\$64,472.00	\$65,354.00	\$71,988.00	\$72,870.00	\$73,752.00	\$74,634.00	\$75,516.00	\$76,398.00	\$77,280.00
	K	L	M	N	O	P	Q	R	S	T
[Step 0]	\$55,154.00	\$56,036.00	\$56,918.00	\$57,800.00	\$58,682.00	\$59,564.00	\$60,446.00	\$61,328.00	\$62,210.00	\$63,092.00
(Step 1)	\$56,592.00	\$57,474.00	\$58,356.00	\$59,238.00	\$60,120.00	\$61,002.00	\$61,884.00	\$62,766.00	\$63,648.00	\$64,530.00
(Step 2)	\$58,030.00	\$58,912.00	\$59,794.00	\$60,676.00	\$61,558.00	\$62,440.00	\$63,322.00	\$64,204.00	\$65,086.00	\$65,968.00
[Step 3]	\$59,468.00	\$60,350.00	\$61,232.00	\$62,114.00	\$62,996.00	\$63,878.00	\$64,760.00	\$65,642.00	\$66,524.00	\$67,406.00
[Step 4]	\$60,906.00	\$61,788.00	\$62,670.00	\$63,552.00	\$64,434.00	\$65,316.00	\$66,198.00	\$67,080.00	\$67,962.00	\$68,844.00
[Step 5]	\$62,344.00	\$63,226.00	\$64,108.00	\$64,990.00	\$65,872.00	\$66,754.00	\$67,636.00	\$68,518.00	\$69,400.00	\$70,282.00
[Step 6]	\$63,782.00	\$64,664.00	\$65,546.00	\$66,428.00	\$67,310.00	\$68,192.00	\$69,074.00	\$69,956.00	\$70,838.00	\$71,720.00
[Step 7]	\$65,220.00	\$66,102.00	\$66,984.00	\$67,866.00	\$68,748.00	\$69,630.00	\$70,512.00	\$71,394.00	\$72,276.00	\$73,158.00
[Step 8]	\$66,658.00	\$67,540.00	\$68,422.00	\$69,304.00	\$70,186.00	\$71,068.00	\$71,950.00	\$72,832.00	\$73,714.00	\$74,596.00
[Step 9]	\$68,096.00	\$68,978.00	\$69,860.00	\$70,742.00	\$71,624.00	\$72,506.00	\$73,388.00	\$74,270.00	\$75,152.00	\$76,034.00
[Step 10]	\$69,534.00	\$70,416.00	\$71,298.00	\$72,180.00	\$73,062.00	\$73,944.00	\$74,826.00	\$75,708.00	\$76,590.00	\$77,472.00
(Step 11)	\$70,972.00	\$71,854.00	\$72,736.00	\$73,618.00	\$74,500.00	\$75,382.00	\$76,264.00	\$77,146.00	\$78,028.00	\$78,910.00
(Step 12)	\$72,410.00	\$73,292.00	\$74,174.00	\$75,056.00	\$75,938.00	\$76,820.00	\$77,702.00	\$78,584.00	\$79,466.00	\$80,348.00
(Step 13)	\$73,848.00	\$74,730.00	\$75,612.00	\$76,494.00	\$77,376.00	\$78,258.00	\$79,140.00	\$80,022.00	\$80,904.00	\$81,786.00
(Step 14)	\$75,286.00	\$76,168.00	\$77,050.00	\$77,932.00	\$78,814.00	\$79,696.00	\$80,578.00	\$81,460.00	\$82,342.00	\$83,224.00
(Step 15)	\$76,724.00	\$77,606.00	\$78,488.00	\$79,370.00	\$80,252.00	\$81,134.00	\$82,016.00	\$82,898.00	\$83,780.00	\$84,662.00
(Step 16)	\$78,162.00	\$79,044.00	\$79,926.00	\$80,808.00	\$81,690.00	\$82,572.00	\$83,454.00	\$84,336.00	\$85,218.00	\$86,100.00

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	U	V	W	X	Y	Z	AA	AB	AC	AD
[Step 0]	\$63,974.00	\$64,856.00	\$65,738.00	\$66,620.00	\$67,502.00	\$68,384.00	\$69,266.00	\$70,148.00	\$71,030.00	\$71,912.00
(Step 1)	\$65,412.00	\$66,294.00	\$67,176.00	\$68,058.00	\$68,940.00	\$69,822.00	\$70,704.00	\$71,586.00	\$72,468.00	\$73,350.00
(Step 2)	\$66,850.00	\$67,732.00	\$68,614.00	\$69,496.00	\$70,378.00	\$71,260.00	\$72,142.00	\$73,024.00	\$73,906.00	\$74,788.00
[Step 3]	\$68,288.00	\$69,170.00	\$70,052.00	\$70,934.00	\$71,816.00	\$72,698.00	\$73,580.00	\$74,462.00	\$75,344.00	\$76,226.00
[Step 4]	\$69,726.00	\$70,608.00	\$71,490.00	\$72,372.00	\$73,254.00	\$74,136.00	\$75,018.00	\$75,900.00	\$76,782.00	\$77,664.00
[Step 5]	\$71,164.00	\$72,046.00	\$72,928.00	\$73,810.00	\$74,692.00	\$75,574.00	\$76,456.00	\$77,338.00	\$78,220.00	\$79,102.00
[Step 6]	\$72,602.00	\$73,484.00	\$74,366.00	\$75,248.00	\$76,130.00	\$77,012.00	\$77,894.00	\$78,776.00	\$79,658.00	\$80,540.00
[Step 7]	\$74,040.00	\$74,922.00	\$75,804.00	\$76,686.00	\$77,568.00	\$78,450.00	\$79,332.00	\$80,214.00	\$81,096.00	\$81,978.00
[Step 8]	\$75,478.00	\$76,360.00	\$77,242.00	\$78,124.00	\$79,006.00	\$79,888.00	\$80,770.00	\$81,652.00	\$82,534.00	\$83,416.00
[Step 9]	\$76,916.00	\$77,798.00	\$78,680.00	\$79,562.00	\$80,444.00	\$81,326.00	\$82,208.00	\$83,090.00	\$83,972.00	\$84,854.00
[Step 10]	\$78,354.00	\$79,236.00	\$80,118.00	\$81,000.00	\$81,882.00	\$82,764.00	\$83,646.00	\$84,528.00	\$85,410.00	\$86,292.00
(Step 11)	\$79,792.00	\$80,674.00	\$81,556.00	\$82,438.00	\$83,320.00	\$84,202.00	\$85,084.00	\$85,966.00	\$86,848.00	\$87,730.00
(Step 12)	\$81,230.00	\$82,112.00	\$82,994.00	\$83,876.00	\$84,758.00	\$85,640.00	\$86,522.00	\$87,404.00	\$88,286.00	\$89,168.00
(Step 13)	\$82,668.00	\$83,550.00	\$84,432.00	\$85,314.00	\$86,196.00	\$87,078.00	\$87,960.00	\$88,842.00	\$89,724.00	\$90,606.00
(Step 14)	\$84,106.00	\$84,988.00	\$85,870.00	\$86,752.00	\$87,634.00	\$88,516.00	\$89,398.00	\$90,280.00	\$91,162.00	\$92,044.00
(Step 15)	\$85,544.00	\$86,426.00	\$87,308.00	\$88,190.00	\$89,072.00	\$89,954.00	\$90,836.00	\$91,718.00	\$92,600.00	\$93,482.00
(Step 16)	\$86,982.00	\$87,864.00	\$88,746.00	\$89,628.00	\$90,510.00	\$91,392.00	\$92,274.00	\$93,156.00	\$94,038.00	\$94,920.00

SOUHEGAN Policy

GCBA – PROFESSIONAL AND SUPPORT STAFF COMPENSATION SCHEDULE

Souhegan Professional Salary Schedule

2022-2023

	A	B	C	D	E	F	G	H	I	J
[Step 0]	\$46,334.00	\$47,216.00	\$48,098.00	\$48,980.00	\$49,862.00	\$50,744.00	\$51,626.00	\$52,508.00	\$53,390.00	\$54,272.00
(Step 1)	\$47,882.00	\$48,764.00	\$49,646.00	\$50,528.00	\$51,410.00	\$52,292.00	\$53,174.00	\$54,056.00	\$54,938.00	\$55,820.00
(Step 2)	\$49,430.00	\$50,312.00	\$51,194.00	\$52,076.00	\$52,958.00	\$53,840.00	\$54,722.00	\$55,604.00	\$56,486.00	\$57,368.00
[Step 3]	\$50,978.00	\$51,860.00	\$52,742.00	\$53,624.00	\$54,506.00	\$55,388.00	\$56,270.00	\$57,152.00	\$58,034.00	\$58,916.00
[Step 4]	\$52,526.00	\$53,408.00	\$54,290.00	\$55,172.00	\$56,054.00	\$56,936.00	\$57,818.00	\$58,700.00	\$59,582.00	\$60,464.00
[Step 5]	\$54,074.00	\$54,956.00	\$55,838.00	\$56,720.00	\$57,602.00	\$58,484.00	\$59,366.00	\$60,248.00	\$61,130.00	\$62,012.00
[Step 6]	\$55,622.00	\$56,504.00	\$57,386.00	\$58,268.00	\$59,150.00	\$60,032.00	\$60,914.00	\$61,796.00	\$62,678.00	\$63,560.00
[Step 7]	\$57,170.00	\$58,052.00	\$58,934.00	\$59,816.00	\$60,698.00	\$61,580.00	\$62,462.00	\$63,344.00	\$64,226.00	\$65,108.00
[Step 8]	\$58,718.00	\$59,600.00	\$60,482.00	\$61,364.00	\$62,246.00	\$63,128.00	\$64,010.00	\$64,892.00	\$65,774.00	\$66,656.00
[Step 9]	\$60,266.00	\$61,148.00	\$62,030.00	\$62,912.00	\$63,794.00	\$64,676.00	\$65,558.00	\$66,440.00	\$67,322.00	\$68,204.00
[Step 10]	\$61,814.00	\$62,696.00	\$63,578.00	\$64,460.00	\$65,342.00	\$66,224.00	\$67,106.00	\$67,988.00	\$68,870.00	\$69,752.00
(Step 11)	\$63,362.00	\$64,244.00	\$65,126.00	\$66,008.00	\$66,890.00	\$67,772.00	\$68,654.00	\$69,536.00	\$70,418.00	\$71,300.00
(Step 12)	\$64,910.00	\$65,792.00	\$66,674.00	\$67,556.00	\$68,438.00	\$69,320.00	\$70,202.00	\$71,084.00	\$71,966.00	\$72,848.00
(Step 13)	\$64,910.00	\$65,792.00	\$66,674.00	\$69,104.00	\$69,986.00	\$70,868.00	\$71,750.00	\$72,632.00	\$73,514.00	\$74,396.00
(Step 14)	\$64,910.00	\$65,792.00	\$66,674.00	\$70,652.00	\$71,534.00	\$72,416.00	\$73,298.00	\$74,180.00	\$75,062.00	\$75,944.00
(Step 15)	\$64,910.00	\$65,792.00	\$66,674.00	\$72,200.00	\$73,082.00	\$73,964.00	\$74,846.00	\$75,728.00	\$76,610.00	\$77,492.00
(Step 16)	\$64,910.00	\$65,792.00	\$66,674.00	\$73,748.00	\$74,630.00	\$75,512.00	\$76,394.00	\$77,276.00	\$78,158.00	\$79,040.00
	K	L	M	N	O	P	Q	R	S	T
[Step 0]	\$55,154.00	\$56,036.00	\$56,918.00	\$57,800.00	\$58,682.00	\$59,564.00	\$60,446.00	\$61,328.00	\$62,210.00	\$63,092.00
(Step 1)	\$56,702.00	\$57,584.00	\$58,466.00	\$59,348.00	\$60,230.00	\$61,112.00	\$61,994.00	\$62,876.00	\$63,758.00	\$64,640.00
(Step 2)	\$58,250.00	\$59,132.00	\$60,014.00	\$60,896.00	\$61,778.00	\$62,660.00	\$63,542.00	\$64,424.00	\$65,306.00	\$66,188.00
[Step 3]	\$59,798.00	\$60,680.00	\$61,562.00	\$62,444.00	\$63,326.00	\$64,208.00	\$65,090.00	\$65,972.00	\$66,854.00	\$67,736.00
[Step 4]	\$61,346.00	\$62,228.00	\$63,110.00	\$63,992.00	\$64,874.00	\$65,756.00	\$66,638.00	\$67,520.00	\$68,402.00	\$69,284.00
[Step 5]	\$62,894.00	\$63,776.00	\$64,658.00	\$65,540.00	\$66,422.00	\$67,304.00	\$68,186.00	\$69,068.00	\$69,950.00	\$70,832.00
[Step 6]	\$64,442.00	\$65,324.00	\$66,206.00	\$67,088.00	\$67,970.00	\$68,852.00	\$69,734.00	\$70,616.00	\$71,498.00	\$72,380.00
[Step 7]	\$65,990.00	\$66,872.00	\$67,754.00	\$68,636.00	\$69,518.00	\$70,400.00	\$71,282.00	\$72,164.00	\$73,046.00	\$73,928.00
[Step 8]	\$67,538.00	\$68,420.00	\$69,302.00	\$70,184.00	\$71,066.00	\$71,948.00	\$72,830.00	\$73,712.00	\$74,594.00	\$75,476.00
[Step 9]	\$69,086.00	\$69,968.00	\$70,850.00	\$71,732.00	\$72,614.00	\$73,496.00	\$74,378.00	\$75,260.00	\$76,142.00	\$77,024.00
[Step 10]	\$70,634.00	\$71,516.00	\$72,398.00	\$73,280.00	\$74,162.00	\$75,044.00	\$75,926.00	\$76,808.00	\$77,690.00	\$78,572.00
(Step 11)	\$72,182.00	\$73,064.00	\$73,946.00	\$74,828.00	\$75,710.00	\$76,592.00	\$77,474.00	\$78,356.00	\$79,238.00	\$80,120.00
(Step 12)	\$73,730.00	\$74,612.00	\$75,494.00	\$76,376.00	\$77,258.00	\$78,140.00	\$79,022.00	\$79,904.00	\$80,786.00	\$81,668.00
(Step 13)	\$75,278.00	\$76,160.00	\$77,042.00	\$77,924.00	\$78,806.00	\$79,688.00	\$80,570.00	\$81,452.00	\$82,334.00	\$83,216.00
(Step 14)	\$76,826.00	\$77,708.00	\$78,590.00	\$79,472.00	\$80,354.00	\$81,236.00	\$82,118.00	\$83,000.00	\$83,882.00	\$84,764.00
(Step 15)	\$78,374.00	\$79,256.00	\$80,138.00	\$81,020.00	\$81,902.00	\$82,784.00	\$83,666.00	\$84,548.00	\$85,430.00	\$86,312.00
(Step 16)	\$79,922.00	\$80,804.00	\$81,686.00	\$82,568.00	\$83,450.00	\$84,332.00	\$85,214.00	\$86,096.00	\$86,978.00	\$87,860.00

SOUHEGAN Policy

GCBA – PROFESSIONAL AND SUPPORT STAFF COMPENSATION SCHEDULE

	U	V	W	X	Y	Z	AA	AB	AC	AD
[Step 0]	\$63,974.00	\$64,856.00	\$65,738.00	\$66,620.00	\$67,502.00	\$68,384.00	\$69,266.00	\$70,148.00	\$71,030.00	\$71,912.00
(Step 1)	\$65,522.00	\$66,404.00	\$67,286.00	\$68,168.00	\$69,050.00	\$69,932.00	\$70,814.00	\$71,696.00	\$72,578.00	\$73,460.00
(Step 2)	\$67,070.00	\$67,952.00	\$68,834.00	\$69,716.00	\$70,598.00	\$71,480.00	\$72,362.00	\$73,244.00	\$74,126.00	\$75,008.00
[Step 3]	\$68,618.00	\$69,500.00	\$70,382.00	\$71,264.00	\$72,146.00	\$73,028.00	\$73,910.00	\$74,792.00	\$75,674.00	\$76,556.00
[Step 4]	\$70,166.00	\$71,048.00	\$71,930.00	\$72,812.00	\$73,694.00	\$74,576.00	\$75,458.00	\$76,340.00	\$77,222.00	\$78,104.00
[Step 5]	\$71,714.00	\$72,596.00	\$73,478.00	\$74,360.00	\$75,242.00	\$76,124.00	\$77,006.00	\$77,888.00	\$78,770.00	\$79,652.00
[Step 6]	\$73,262.00	\$74,144.00	\$75,026.00	\$75,908.00	\$76,790.00	\$77,672.00	\$78,554.00	\$79,436.00	\$80,318.00	\$81,200.00
[Step 7]	\$74,810.00	\$75,692.00	\$76,574.00	\$77,456.00	\$78,338.00	\$79,220.00	\$80,102.00	\$80,984.00	\$81,866.00	\$82,748.00
[Step 8]	\$76,358.00	\$77,240.00	\$78,122.00	\$79,004.00	\$79,886.00	\$80,768.00	\$81,650.00	\$82,532.00	\$83,414.00	\$84,296.00
[Step 9]	\$77,906.00	\$78,788.00	\$79,670.00	\$80,552.00	\$81,434.00	\$82,316.00	\$83,198.00	\$84,080.00	\$84,962.00	\$85,844.00
[Step 10]	\$79,454.00	\$80,336.00	\$81,218.00	\$82,100.00	\$82,982.00	\$83,864.00	\$84,746.00	\$85,628.00	\$86,510.00	\$87,392.00
(Step 11)	\$81,002.00	\$81,884.00	\$82,766.00	\$83,648.00	\$84,530.00	\$85,412.00	\$86,294.00	\$87,176.00	\$88,058.00	\$88,940.00
(Step 12)	\$82,550.00	\$83,432.00	\$84,314.00	\$85,196.00	\$86,078.00	\$86,960.00	\$87,842.00	\$88,724.00	\$89,606.00	\$90,488.00
(Step 13)	\$84,098.00	\$84,980.00	\$85,862.00	\$86,744.00	\$87,626.00	\$88,508.00	\$89,390.00	\$90,272.00	\$91,154.00	\$92,036.00
(Step 14)	\$85,646.00	\$86,528.00	\$87,410.00	\$88,292.00	\$89,174.00	\$90,056.00	\$90,938.00	\$91,820.00	\$92,702.00	\$93,584.00
(Step 15)	\$87,194.00	\$88,076.00	\$88,958.00	\$89,840.00	\$90,722.00	\$91,604.00	\$92,486.00	\$93,368.00	\$94,250.00	\$95,132.00
(Step 16)	\$88,742.00	\$89,624.00	\$90,506.00	\$91,388.00	\$92,270.00	\$93,152.00	\$94,034.00	\$94,916.00	\$95,798.00	\$96,680.00

SOUHEGAN Policy

GCBA – PROFESSIONAL AND SUPPORT STAFF COMPENSATION SCHEDULE

Souhegan Professional Salary Schedule

2023-2024

	A	B	C	D	E	F	G	H	I	J
[Step 0]	\$46,334.00	\$47,216.00	\$48,098.00	\$48,980.00	\$49,862.00	\$50,744.00	\$51,626.00	\$52,508.00	\$53,390.00	\$54,272.00
(Step 1)	\$47,979.00	\$48,861.00	\$49,743.00	\$50,625.00	\$51,507.00	\$52,389.00	\$53,271.00	\$54,153.00	\$55,035.00	\$55,917.00
(Step 2)	\$49,624.00	\$50,506.00	\$51,388.00	\$52,270.00	\$53,152.00	\$54,034.00	\$54,916.00	\$55,798.00	\$56,680.00	\$57,562.00
[Step 3]	\$51,269.00	\$52,151.00	\$53,033.00	\$53,915.00	\$54,797.00	\$55,679.00	\$56,561.00	\$57,443.00	\$58,325.00	\$59,207.00
[Step 4]	\$52,914.00	\$53,796.00	\$54,678.00	\$55,560.00	\$56,442.00	\$57,324.00	\$58,206.00	\$59,088.00	\$59,970.00	\$60,852.00
[Step 5]	\$54,559.00	\$55,441.00	\$56,323.00	\$57,205.00	\$58,087.00	\$58,969.00	\$59,851.00	\$60,733.00	\$61,615.00	\$62,497.00
[Step 6]	\$56,204.00	\$57,086.00	\$57,968.00	\$58,850.00	\$59,732.00	\$60,614.00	\$61,496.00	\$62,378.00	\$63,260.00	\$64,142.00
[Step 7]	\$57,849.00	\$58,731.00	\$59,613.00	\$60,495.00	\$61,377.00	\$62,259.00	\$63,141.00	\$64,023.00	\$64,905.00	\$65,787.00
[Step 8]	\$59,494.00	\$60,376.00	\$61,258.00	\$62,140.00	\$63,022.00	\$63,904.00	\$64,786.00	\$65,668.00	\$66,550.00	\$67,432.00
[Step 9]	\$61,139.00	\$62,021.00	\$62,903.00	\$63,785.00	\$64,667.00	\$65,549.00	\$66,431.00	\$67,313.00	\$68,195.00	\$69,077.00
[Step 10]	\$62,784.00	\$63,666.00	\$64,548.00	\$65,430.00	\$66,312.00	\$67,194.00	\$68,076.00	\$68,958.00	\$69,840.00	\$70,722.00
(Step 11)	\$64,429.00	\$65,311.00	\$66,193.00	\$67,075.00	\$67,957.00	\$68,839.00	\$69,721.00	\$70,603.00	\$71,485.00	\$72,367.00
(Step 12)	\$66,074.00	\$66,956.00	\$67,838.00	\$68,720.00	\$69,602.00	\$70,484.00	\$71,366.00	\$72,248.00	\$73,130.00	\$74,012.00
(Step 13)	\$66,074.00	\$66,956.00	\$67,838.00	\$70,365.00	\$71,247.00	\$72,129.00	\$73,011.00	\$73,893.00	\$74,775.00	\$75,657.00
(Step 14)	\$66,074.00	\$66,956.00	\$67,838.00	\$72,010.00	\$72,892.00	\$73,774.00	\$74,656.00	\$75,538.00	\$76,420.00	\$77,302.00
(Step 15)	\$66,074.00	\$66,956.00	\$67,838.00	\$73,655.00	\$74,537.00	\$75,419.00	\$76,301.00	\$77,183.00	\$78,065.00	\$78,947.00
(Step 16)	\$66,074.00	\$66,956.00	\$67,838.00	\$75,300.00	\$76,182.00	\$77,064.00	\$77,946.00	\$78,828.00	\$79,710.00	\$80,592.00
	K	L	M	N	O	P	Q	R	S	T
[Step 0]	\$55,154.00	\$56,036.00	\$56,918.00	\$57,800.00	\$58,682.00	\$59,564.00	\$60,446.00	\$61,328.00	\$62,210.00	\$63,092.00
(Step 1)	\$56,799.00	\$57,681.00	\$58,563.00	\$59,445.00	\$60,327.00	\$61,209.00	\$62,091.00	\$62,973.00	\$63,855.00	\$64,737.00
(Step 2)	\$58,444.00	\$59,326.00	\$60,208.00	\$61,090.00	\$61,972.00	\$62,854.00	\$63,736.00	\$64,618.00	\$65,500.00	\$66,382.00
[Step 3]	\$60,089.00	\$60,971.00	\$61,853.00	\$62,735.00	\$63,617.00	\$64,499.00	\$65,381.00	\$66,263.00	\$67,145.00	\$68,027.00
[Step 4]	\$61,734.00	\$62,616.00	\$63,498.00	\$64,380.00	\$65,262.00	\$66,144.00	\$67,026.00	\$67,908.00	\$68,790.00	\$69,672.00
[Step 5]	\$63,379.00	\$64,261.00	\$65,143.00	\$66,025.00	\$66,907.00	\$67,789.00	\$68,671.00	\$69,553.00	\$70,435.00	\$71,317.00
[Step 6]	\$65,024.00	\$65,906.00	\$66,788.00	\$67,670.00	\$68,552.00	\$69,434.00	\$70,316.00	\$71,198.00	\$72,080.00	\$72,962.00
[Step 7]	\$66,669.00	\$67,551.00	\$68,433.00	\$69,315.00	\$70,197.00	\$71,079.00	\$71,961.00	\$72,843.00	\$73,725.00	\$74,607.00
[Step 8]	\$68,314.00	\$69,196.00	\$70,078.00	\$70,960.00	\$71,842.00	\$72,724.00	\$73,606.00	\$74,488.00	\$75,370.00	\$76,252.00
[Step 9]	\$69,959.00	\$70,841.00	\$71,723.00	\$72,605.00	\$73,487.00	\$74,369.00	\$75,251.00	\$76,133.00	\$77,015.00	\$77,897.00
[Step 10]	\$71,604.00	\$72,486.00	\$73,368.00	\$74,250.00	\$75,132.00	\$76,014.00	\$76,896.00	\$77,778.00	\$78,660.00	\$79,542.00
(Step 11)	\$73,249.00	\$74,131.00	\$75,013.00	\$75,895.00	\$76,777.00	\$77,659.00	\$78,541.00	\$79,423.00	\$80,305.00	\$81,187.00
(Step 12)	\$74,894.00	\$75,776.00	\$76,658.00	\$77,540.00	\$78,422.00	\$79,304.00	\$80,186.00	\$81,068.00	\$81,950.00	\$82,832.00
(Step 13)	\$76,539.00	\$77,421.00	\$78,303.00	\$79,185.00	\$80,067.00	\$80,949.00	\$81,831.00	\$82,713.00	\$83,595.00	\$84,477.00
(Step 14)	\$78,184.00	\$79,066.00	\$79,948.00	\$80,830.00	\$81,712.00	\$82,594.00	\$83,476.00	\$84,358.00	\$85,240.00	\$86,122.00
(Step 15)	\$79,829.00	\$80,711.00	\$81,593.00	\$82,475.00	\$83,357.00	\$84,239.00	\$85,121.00	\$86,003.00	\$86,885.00	\$87,767.00
(Step 16)	\$81,474.00	\$82,356.00	\$83,238.00	\$84,120.00	\$85,002.00	\$85,884.00	\$86,766.00	\$87,648.00	\$88,530.00	\$89,412.00

SOUHEGAN Policy

GCBA – PROFESSIONAL AND SUPPORT STAFF COMPENSATION SCHEDULE

	U	V	W	X	Y	Z	AA	AB	AC	AD
[Step 0]	\$63,974.00	\$64,856.00	\$65,738.00	\$66,620.00	\$67,502.00	\$68,384.00	\$69,266.00	\$70,148.00	\$71,030.00	\$71,912.00
(Step 1)	\$65,619.00	\$66,501.00	\$67,383.00	\$68,265.00	\$69,147.00	\$70,029.00	\$70,911.00	\$71,793.00	\$72,675.00	\$73,557.00
(Step 2)	\$67,264.00	\$68,146.00	\$69,028.00	\$69,910.00	\$70,792.00	\$71,674.00	\$72,556.00	\$73,438.00	\$74,320.00	\$75,202.00
[Step 3]	\$68,909.00	\$69,791.00	\$70,673.00	\$71,555.00	\$72,437.00	\$73,319.00	\$74,201.00	\$75,083.00	\$75,965.00	\$76,847.00
[Step 4]	\$70,554.00	\$71,436.00	\$72,318.00	\$73,200.00	\$74,082.00	\$74,964.00	\$75,846.00	\$76,728.00	\$77,610.00	\$78,492.00
[Step 5]	\$72,199.00	\$73,081.00	\$73,963.00	\$74,845.00	\$75,727.00	\$76,609.00	\$77,491.00	\$78,373.00	\$79,255.00	\$80,137.00
[Step 6]	\$73,844.00	\$74,726.00	\$75,608.00	\$76,490.00	\$77,372.00	\$78,254.00	\$79,136.00	\$80,018.00	\$80,900.00	\$81,782.00
[Step 7]	\$75,489.00	\$76,371.00	\$77,253.00	\$78,135.00	\$79,017.00	\$79,899.00	\$80,781.00	\$81,663.00	\$82,545.00	\$83,427.00
[Step 8]	\$77,134.00	\$78,016.00	\$78,898.00	\$79,780.00	\$80,662.00	\$81,544.00	\$82,426.00	\$83,308.00	\$84,190.00	\$85,072.00
[Step 9]	\$78,779.00	\$79,661.00	\$80,543.00	\$81,425.00	\$82,307.00	\$83,189.00	\$84,071.00	\$84,953.00	\$85,835.00	\$86,717.00
[Step 10]	\$80,424.00	\$81,306.00	\$82,188.00	\$83,070.00	\$83,952.00	\$84,834.00	\$85,716.00	\$86,598.00	\$87,480.00	\$88,362.00
(Step 11)	\$82,069.00	\$82,951.00	\$83,833.00	\$84,715.00	\$85,597.00	\$86,479.00	\$87,361.00	\$88,243.00	\$89,125.00	\$90,007.00
(Step 12)	\$83,714.00	\$84,596.00	\$85,478.00	\$86,360.00	\$87,242.00	\$88,124.00	\$89,006.00	\$89,888.00	\$90,770.00	\$91,652.00
(Step 13)	\$85,359.00	\$86,241.00	\$87,123.00	\$88,005.00	\$88,887.00	\$89,769.00	\$90,651.00	\$91,533.00	\$92,415.00	\$93,297.00
(Step 14)	\$87,004.00	\$87,886.00	\$88,768.00	\$89,650.00	\$90,532.00	\$91,414.00	\$92,296.00	\$93,178.00	\$94,060.00	\$94,942.00
(Step 15)	\$88,649.00	\$89,531.00	\$90,413.00	\$91,295.00	\$92,177.00	\$93,059.00	\$93,941.00	\$94,823.00	\$95,705.00	\$96,587.00
(Step 16)	\$90,294.00	\$91,176.00	\$92,058.00	\$92,940.00	\$93,822.00	\$94,704.00	\$95,586.00	\$96,468.00	\$97,350.00	\$98,232.00

SOUHEGAN Policy

GCBA – PROFESSIONAL AND SUPPORT STAFF COMPENSATION SCHEDULE

Souhegan Support Staff Hourly Rate Schedule

2020-2021

Step	Admin Asst	Para	Para - Cert	Para - ABA	Head		School
					Facilities	Facilities	Nutrition
0	\$18.07	\$20.21	\$20.50	\$22.18	\$18.41	\$15.91	\$13.59
1	\$18.64	\$20.78	\$21.07	\$22.75	\$18.98	\$16.48	\$14.16
2	\$19.22	\$21.36	\$21.64	\$23.32	\$19.56	\$17.06	\$14.73
3	\$19.79	\$21.93	\$22.21	\$23.89	\$20.13	\$17.63	\$15.30
4	\$20.36	\$22.49	\$22.78	\$24.46	\$20.70	\$18.20	\$15.87
5	\$20.92	\$23.06	\$23.35	\$25.03	\$21.26	\$18.76	\$16.44
6	\$21.49	\$23.63	\$23.92	\$25.60	\$21.83	\$19.33	\$17.01
7	\$22.06	\$24.20	\$24.49	\$26.17	\$22.40	\$19.90	\$17.57
8	\$22.63	\$24.77	\$25.06	\$26.74	\$22.97	\$20.47	\$18.15
9	\$23.20	\$25.34	\$25.62	\$27.30	\$23.54	\$21.04	\$18.72
10	\$23.77	\$25.91	\$26.20	\$27.88	\$24.11	\$21.61	\$19.29
11	\$24.34	\$26.48	\$26.77	\$28.45	\$24.68	\$22.18	\$19.86
12	\$24.91	\$27.05	\$27.34	\$29.02	\$25.25	\$22.75	\$20.43

Page |

Souhegan Support Staff Hourly Rate Schedule

2021-2022

Step	Admin Asst	Para	Para - Cert	Para - ABA	Head		School
					Facilities	Facilities	Nutrition
0	\$19.07	\$21.21	\$21.50	\$23.18	\$19.41	\$16.91	\$14.59
1	\$19.64	\$21.78	\$22.07	\$23.75	\$19.98	\$17.48	\$15.16
2	\$20.22	\$22.36	\$22.64	\$24.32	\$20.56	\$18.06	\$15.73
3	\$20.79	\$22.93	\$23.21	\$24.89	\$21.13	\$18.63	\$16.30
4	\$21.36	\$23.49	\$23.78	\$25.46	\$21.70	\$19.20	\$16.87
5	\$21.92	\$24.06	\$24.35	\$26.03	\$22.26	\$19.76	\$17.44
6	\$22.49	\$24.63	\$24.92	\$26.60	\$22.83	\$20.33	\$18.01
7	\$23.06	\$25.20	\$25.49	\$27.17	\$23.40	\$20.90	\$18.57
8	\$23.63	\$25.77	\$26.06	\$27.74	\$23.97	\$21.47	\$19.15
9	\$24.20	\$26.34	\$26.62	\$28.30	\$24.54	\$22.04	\$19.72
10	\$24.77	\$26.91	\$27.20	\$28.88	\$25.11	\$22.61	\$20.29
11	\$25.34	\$27.48	\$27.77	\$29.45	\$25.68	\$23.18	\$20.86
12	\$25.91	\$28.05	\$28.34	\$30.02	\$26.25	\$23.75	\$21.43

SOUHEGAN Policy

GCBA – PROFESSIONAL AND SUPPORT STAFF COMPENSATION SCHEDULE

Souhegan Support Staff Hourly Rate Schedule

2022-2023

Step	Admin Asst	Para	Para - Cert	Para - ABA	Head		School
					Facilities	Facilities	Nutrition
0	\$20.07	\$22.21	\$22.50	\$24.18	\$20.41	\$17.91	\$15.59
1	\$20.64	\$22.78	\$23.07	\$24.75	\$20.98	\$18.48	\$16.16
2	\$21.22	\$23.36	\$23.64	\$25.32	\$21.56	\$19.06	\$16.73
3	\$21.79	\$23.93	\$24.21	\$25.89	\$22.13	\$19.63	\$17.30
4	\$22.36	\$24.49	\$24.78	\$26.46	\$22.70	\$20.20	\$17.87
5	\$22.92	\$25.06	\$25.35	\$27.03	\$23.26	\$20.76	\$18.44
6	\$23.49	\$25.63	\$25.92	\$27.60	\$23.83	\$21.33	\$19.01
7	\$24.06	\$26.20	\$26.49	\$28.17	\$24.40	\$21.90	\$19.57
8	\$24.63	\$26.77	\$27.06	\$28.74	\$24.97	\$22.47	\$20.15
9	\$25.20	\$27.34	\$27.62	\$29.30	\$25.54	\$23.04	\$20.72
10	\$25.77	\$27.91	\$28.20	\$29.88	\$26.11	\$23.61	\$21.29
11	\$26.34	\$28.48	\$28.77	\$30.45	\$26.68	\$24.18	\$21.86
12	\$26.91	\$29.05	\$29.34	\$31.02	\$27.25	\$24.75	\$22.43

Page |

Souhegan Support Staff Hourly Rate Schedule

2023-24

Step	Admin Asst	Para	Para - Cert	Para - ABA	Head		School
					Facilities	Facilities	Nutrition
0	\$21.07	\$23.21	\$23.50	\$25.18	\$21.41	\$18.91	\$16.59
1	\$21.64	\$23.78	\$24.07	\$25.75	\$21.98	\$19.48	\$17.16
2	\$22.22	\$24.36	\$24.64	\$26.32	\$22.56	\$20.06	\$17.73
3	\$22.79	\$24.93	\$25.21	\$26.89	\$23.13	\$20.63	\$18.30
4	\$23.36	\$25.49	\$25.78	\$27.46	\$23.70	\$21.20	\$18.87
5	\$23.92	\$26.06	\$26.35	\$28.03	\$24.26	\$21.76	\$19.44
6	\$24.49	\$26.63	\$26.92	\$28.60	\$24.83	\$22.33	\$20.01
7	\$25.06	\$27.20	\$27.49	\$29.17	\$25.40	\$22.90	\$20.57
8	\$25.63	\$27.77	\$28.06	\$29.74	\$25.97	\$23.47	\$21.15
9	\$26.20	\$28.34	\$28.62	\$30.30	\$26.54	\$24.04	\$21.72
10	\$26.77	\$28.91	\$29.20	\$30.88	\$27.11	\$24.61	\$22.29
11	\$27.34	\$29.48	\$29.77	\$31.45	\$27.68	\$25.18	\$22.86
12	\$27.91	\$30.05	\$30.34	\$32.02	\$28.25	\$25.75	\$23.43

GCBA – PROFESSIONAL AND SUPPORT STAFF COMPENSATION SCHEDULE

Positions Not Found on the Professional or Support Staff Salary Schedules

Certain non-certified professional staff are compensated at levels comparable to the professional teaching staff salary schedules, but do not require the same educational levels and DOE continuing education requirements. These identified positions will be compensated as follows:

1. Members of the group (six at the time of adoption of this policy, and as hired in the future) will be considered to be arbitrarily placed on either the Master's or Bachelor's scale.
2. For the 2005-2006 year they are declared to be on Step 0. New hires will be placed in accordance with their experience, and all positions will increase 1 step per year.
3. Each of the members of the group will receive pay increases (under normal circumstances) as other professional staff do: advancing one step per year + negotiated changes to the base + negotiated changes to the step size.
4. Each special position being unique within the school and within the group, each will have its own Comparability Adjustment applied. The Comparability Adjustment is designed to be adjusted rarely, in response to labor market conditions or changes in job scope that change the comparable external comparisons. It is not proposed or intended to be the primary method for assuring a fair and equitable wage for the members of the group — adjustments to other elements of the formula are expected to yield that result across the board for all staff.

Members of this group they will be considered Professional Staff for representation on PPC and all other benefits (Effective FY19).

ADOPTION: August 1999 REVISION: 2002, 2006, 2007, 2008

REVISED: January 4, 2011 – new PPC Agreement for FY12-13.

REVISED: January 3, 2013 – new PPC Agreement for FY14-15.

REVISED: November 1, 2017 – New PPC Agreement FY18 – new Professional and Support schedules, and revised Career Growth rules lane changes.

REVISED: April 5, 2018 – New PPC Agreement FY19-20 – new Professional and Support schedules for FY18-19 and FY19-20, and Career Growth lanes limited, Special Category employees moved to Professional staff.. [Professional Salary Schedule for 2019-2020 Corrected February 11, 2019]

REVISION: Approved May 11, 2020 – New PPC Agreement FY21-24, Approved March 2020 – New Professional and Support schedules for FY21, FY22, FY23, and FY24. New Support Staff Category (ABA Para). Professional Staff lanes beyond AD allowed. District Initiative Compensation Incentive added. Typos in Positions Not Found section corrected.