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ABSTRACT

Although recent literature has discussed the selection, preparation, organization, and duties of paraprofessionals, little data have been made available regarding the salaries of these employees. To obtain information on the subject, the ERS included in its annual questionnaire on selected school practices a request for salary schedules for paraprofessional personnel. The salary information provided by 292 responding school districts is reported herein, system-by-system and by enrollment levels. No information is provided on the length of work day or work year. The wide range of position titles and duties represented, as well as the variety of fringe benefit packages offered, preclude making comparisons between systems or arriving at statistical median or mean salaries. (Author)

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SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS, 1972-73

The employment of teacher aides and other paraprofessionals is no longer in the new or experimental stage. In recent years, many magazine articles and books have discussed the selection, preparation, organization, and duties of paraprofessionals, but little data have been made available regarding the salaries of these employees. To obtain some information for use in answering recurring inquiries on the subject, ERS included in its annual questionnaire on "Selected School Practices" a request for salary schedules for paraprofessional personnel.

The questionnaire was sent to all 585 school systems enrolling 12,000 or more pupils and to a selected group of 201 smaller systems. Of these 786 systems, 292 returned usable information on rates of pay for teacher aides and other paraprofessionals. This information is reported, system-by-system, beginning on page 2. The replies are distributed as follows:

<u>Enrollment stratum</u>	<u>Replies received</u>
Stratum I (100,000 or more)	12
Stratum II (50,000-99,999)	33
Stratum III (25,000-49,999)	52
Stratum IV (12,000-24,999)	140
Stratum V (6,000-11,999)	22
Stratum VI (3,000-5,999)	17
Smaller systems	16
	<u>292</u>

The reader should bear in mind that the omission of a school system from the system-by-system table does not necessarily indicate that the district does not employ paid aides--merely that it did not furnish adequate information to ERS or that it did not receive a questionnaire.

Since information on length of work day and work year was not requested (and usually did not appear in the salary policies), it is not possible to make comparisons between systems or to arrive at statistical median or mean salaries. Another factor precluding such calculations is the incomparability of titles or even the qualifications and duties for positions with the same title. It should be noted also that some systems provide a fringe benefit package for paraprofessionals, others compensate for the

lack of fringe benefits by adding a percentage of the base salary to the scheduled salary, and others specifically exclude paraprofessionals such as teacher aides from fringe benefit programs. Although about one in 10 respondents submitted materials indicating the fringe benefit package (or lack of it), most of the replies were silent on this matter.

It is possible to determine from the salary information submitted the number of responding districts which have established a kind of career ladder for paraprofessionals, recognizing additional professional or paraprofessional preparation. From the replies, it appears that at least 71 systems recognize additional preparation for salary advancement for paraprofessional employees. Of these 71, seven recognize *only* additional training for advancement on the schedule.

As can be seen from the individual replies beginning on page 2, the majority of the school systems have established a pay scale for teacher aides in which experience provides advancement to a higher step. A tabulation of the number of systems in each enrollment stratum utilizing pay scales which incorporate three or more experience steps appears below:

<u>Enrollment stratum</u>	<u>Number of systems</u>
Stratum I	12 (100.0%)
Stratum II	22 (66.7%)
Stratum III	43 (82.7%)
Stratum IV	99 (70.7%)
Stratum V	17 (77.3%)
Stratum VI	9 (52.9%)
Smaller systems	10 (62.5%)
	<u>212 (72.6%)</u>

In 64 of these 212 systems another method of advancement is recognized--advancement through acquisition of specified levels of additional education.

The schedules in two systems *require* a combination of experience and educational credits for advancement. Additionally, two systems reported that advancement is determined only by merit rating, and two other systems have one merit step at the end of the regular salary schedule.

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS, SELECTED SCHOOL SYSTEMS, 1972-73

School system	Salaries scheduled	School system	Salaries scheduled
<u>Stratum I--Enrollments 100,000 or more</u> <u>(12 Systems)</u>		<u>BALTIMORE, MD.--city</u> <u>schools</u>	
LOS ANGELES, CALIF.		Educational assistant: High school graduate	\$4,300-\$5,300/yr. in 6 steps
Education aide I	\$336-\$416/month	One year of college	\$4,600-\$6,000/yr. in 8 steps
Education aide II	\$394-\$488/month	Two years of college	\$4,900-\$7,100/yr. in 12 steps
Education aide III and speech education aide	\$438-\$544/month	School aide (part-time)	\$1.65-\$2.40/hr. de- pending on train- ing, experience, and assignment
Education aide III (Spanish-speaking)	\$450-\$560/month		
Education aide III (special)	\$384-\$475/month		
Visitation aide	\$394-\$488/month		
Instructional aide	\$3.05/hr.		
Instructional aide (electronics or Cantonese language)	\$488-\$606/month		
Infant care aide	\$438-\$544/month		
Children's attendant	\$529-\$658/month		
Senior children's attendant	\$560-\$695/month		
Special education aide	\$623-\$775/month		
Special education aide trainee	\$590-\$733/month		
Elementary science aide	\$640-\$796/month		
Elementary science helper	\$606-\$754/month		
Outdoor education as- sistant	\$529-\$658/month		
BROWARD COUNTY, FLA. (Ft. Lauderdale)		BALTIMORE COUNTY, MD. (Towson)	
Academic aide	\$300-\$525/month in 16 steps	Instructional aide: Non-high school graduate	\$4,136-\$5,254/yr. in 6 steps
Kindergarten aide	Hourly rate based on appropriate step on above schedule (5-hour day)	High school graduate	\$4,431-\$6,277/yr. in 6 steps (+ 3 longevity incre- ments to maximum of \$7,027 in 20 years)
Summer program aide	\$15-\$18/day in 4 steps (11 years)	Two years of college	\$4,642-\$6,488/yr. in 6 steps (+ 3 longevity incre- ments to maximum of \$7,238 in 20 years)
DADE COUNTY, FLA. (Miami)		PRINCE GEORGE'S COUNTY, MD. (Upper Marlboro)	
Teacher aide, Cuban aide	\$2.16-\$3.04/hr. in 8 steps including 2 longevity steps	Aide: Non-high school graduate	\$2,965-\$4,403/yr. in in 7 steps
Community specialist	\$2.38-\$3.35/hr. in 8 steps including 2 longevity steps	High school graduate	\$3,449-\$4,873/yr. in 7 steps
Teacher assistant	\$2.76-\$3.88/hr. in 8 steps including 2 longevity steps	30 college credits	\$4,403-\$5,827/yr. in 7 steps
Lunchroom aide	\$1.96-\$2.76/hr. in 8 steps including 2 longevity steps	College degree	\$4,873-\$6,296/yr. in 7 steps
HILLSBOROUGH COUNTY, FLA. (Tampa)		Health aide, instruc- tional media aide	\$4,211-\$5,667/yr. in 7 steps
Assistant teacher	\$16.50/day	Bus aide	\$1,465-\$1,759/yr. in 3 steps
		DETROIT, MICH.	
		Teacher aide, grade I	\$3.21/hr.
		Teacher aide, grade II	\$3.5
		School service assistant	\$1 0/hr. in (4 years)
		School service assistant in radio-TV education	\$2.50/hr.

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
<u>Stratum I (Continued)</u>	
CLEVELLAND, OHIO	
Senior library aide	\$4,900-\$8,132/yr. in 17 steps
Junior library aide	\$4,550-\$7,545/yr. in 16 steps
Instructional assistant	\$3.20/hr.
Instructional aide	\$4.50/hr.
Camping aide	\$18.00/day
University teacher assistant	\$1.80/hr.
Resident tutor	\$3.00/hr.
Student assistant	\$0.75-\$2.00/hr.
Teacher assistant:	
Elementary	\$1.88-\$3.19/hr. in 14 steps
Secondary	\$2.03-\$3.12/hr. in 12 steps
Educational technologist aide	\$3.12-\$3.50/hr. in 3 steps
Substitute	\$1.63/hr.
DALLAS, TEXAS	
Study hall teacher	\$4,400-\$5,350/yr. in 5 steps
Teacher aide	\$315-\$488/month in 10 steps
FAIRFAX COUNTY, VA. (Fairfax)	
Teacher aide:	
9-1/2-month (190 days)	\$3,760-\$4,975/yr. in 7 steps
10-month (198 days)	\$3,958-\$5,237/yr. in 7 steps
MILWAUKEE, WIS.	
General aide	\$2.72-\$2.98/hr. in 3 steps
Technical aide	\$3.25-\$3.54/hr. in 3 steps
Paraprofessional aide	\$3.85-\$3.97/hr. in 3 steps
Lead aide	15¢/hr. additional

Stratum II--Enrollments 50,000-99,999
(33 Systems)

BIRMINGHAM, ALA., city schools

Paraprofessional \$15/day

TUCSON, ARIZ.

Teacher aide:

 Less than one year of college \$2.37/hr.

 One or more years of college \$2.58/hr.

School system	Salaries scheduled
FRESNO, CALIF.	
Noontime assistant	\$2.00/hr.
Special education classroom aide	\$403-\$517/month in 6 steps
Paraprofessional:	
No college	\$2.05-\$2.26/hr. in 3 steps
30 college units	\$2.15-\$2.35/hr. in 3 steps
60 college units	\$2.25-\$2.56/hr. in 4 steps
90 college units	\$2.35-\$2.66/hr. in 4 steps
Clerical aide	\$374-\$481/month in 6 steps
LONG BEACH, CALIF.	
Aide to educationally handicapped	\$482-\$573/month in 4 steps
Aide to handicapped	\$538-\$635/month in 4 steps
Audio-visual aide	\$573-\$674/month in 4 steps
Education aide	\$459-\$538/month in 4 steps
School-community aide	\$470-\$556/month in 4 steps
Teacher aide (full-time college student in 3rd or 4th year)	\$2.20/hr.
Student assistant	\$1.60/hr.
OAKLAND, CALIF.	
Instructional assistant	\$2.35-\$2.87/hr. in 5 steps
Noon supervisor	\$2.35-\$2.87/hr. in 5 steps
BABEL and COP instructional assistant	\$2.72, \$2.83, or \$3.10/hr.
Tutorial aide:	
College student	\$2.61/hr.
College graduate	\$3.66/hr.
Student employee	\$1.60/hr.
Lincoln Child Center:	
College student	\$2.31/hr.
Teacher assistant	\$2.88/hr.
Aide to handicapped	\$593-\$665/month in 4 steps
Instructional assistant--bilingual	\$3.00/hr.
SAN FRANCISCO, CALIF.	
Student aide	\$1.65/hr.
School lab assistant	
Attending high school	\$1.89/hr.
High school diploma	\$3.23/hr.
School child monitor	\$2.59/hr.
School aide:	
No college	\$2.59/hr.
1 year college	\$2.85/hr.
2 years' college	\$3.55/hr.

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled	School system	Salaries scheduled
SAN FRANCISCO, CALIF. <i>(Continued)</i>		DEKALB COUNTY, GA. (Decatur)	
School patrol aide	\$329/biweekly	Paraprofessional	\$231-\$294/month in 7 steps
Hall patrol	\$3.38/hr.		
School community re- lations assistant	\$3.38/hr.	WICHITA, KANS. Instructional aide:	
		I	\$1.75-\$2.49/hr. in 12 steps
		II	\$1.90-\$2.76/hr. in 12 steps
		III	\$2.06-\$3.18/hr. in 12 steps
DENVER, COLO. Paraprofessional:		JEFFERSON COUNTY, KY. (Louisville)	
I	\$2.15-\$2.55/hr. in 9 steps	Trainable aide:	
II	\$2.65-\$3.05/hr. in 9 steps	I	\$1.86-\$2.52/hr. in 9 steps
III	\$3.20-\$3.60/hr. in 9 steps	II	\$2.13-\$3.22/hr. in 15 steps
IV	\$4.10-\$4.50/hr. in 9 steps		
Reader assistant	20¢ for paragraphs under 150 words; 40¢ for 150-500 word compositions; \$1.75/hr. for li- brary, term pa- pers, and confer- ence time	LOUISVILLE, KY., city schools Aide (less than high school diploma)	
			\$1.839-\$2.049/hr. in 5 steps
JEFFERSON COUNTY, COLO. (Lakewood)		Teacher assistant (high school diploma)	\$2.102-\$2.312/hr. in 5 steps
Lay assistant	\$1.85-\$2.54/hr. in 8 steps	Associate (60 semester hours)	\$2.364-\$2.575/hr. in 5 steps
BREVARD COUNTY, FLA. (Titusville)		Senior associate (B.A. degree)	\$3.41-\$3.61/hr. in 5 steps
Paramedia specialist	\$2.91-\$4.09/hr. in 8 steps	CADDO PARISH, LA. (Shreveport)	
Preprofessional	\$2.27-\$3.21/hr. in 8 steps	Teacher aide	\$15.40/day
Teacher aide	\$1.97-\$2.76/hr. in 8 steps	EAST BATON ROUGE PARISH, LA. (Baton Rouge)	
Teacher assistant	\$2.27-\$3.21/hr. in 8 steps	Paraprofessional aide	\$2.50 or \$3.00/hr.
PALM BEACH COUNTY, FLA. (West Palm Beach)		ANNE ARUNDEL COUNTY, MD. (Annapolis)	
Teacher aide--EOA and PL89-750, Title I	\$1.60/hr.	Instructional aide:	
Instructional aide	\$3.33/hr.	Without high school diploma	\$3,626/yr.
PINELLAS COUNTY, FLA. (Clearwater)		High school diploma	\$3,736-\$4,296/yr. in 4 steps
Paraprofessional with 3 years of college	\$155-\$161/biweekly in 2 steps	30 semester hrs. col- lege credit	\$3,955-\$4,944/yr. in 6 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
<u>Stratum II (Continued)</u>	
ALBUQUERQUE, N. MEX.	
Education aide:	
High school diploma	\$3,150-\$3,960/yr. in 7 steps, with 24 college units earned
High school + 30	\$3,285-\$4,365/yr. in 9 steps, with 26 additional units earned
High school + 60	\$3,420-\$4,500/yr. in 9 steps, with 15 additional units earned
High school + 90	\$3,555-\$4,770/yr. in 10 steps, with 20 additional units earned
BA or BS degree	\$3,825-\$5,175/yr. in 11 steps
BUFFALO, N. Y.	
Teacher aide	\$3.49-\$3.64/hr. in 2 steps
Teacher aide--student	\$1.75/hr.
School aide	\$3.49-\$3.64/hr. in 2 steps
School aide--student	\$1.75/hr.
Counselor aide	\$5,360/yr.
CINCINNATI, OHIO	
Instructor assistant I	\$2.37-\$2.90/hr. in 3 steps
Instructor assistant II	\$3.00-\$3.95/hr. in 4 steps
DAYTON, OHIO	
Teacher aide	\$2.50/hr.
Parent assistant--early childhood education	\$3.53/hr.
Vocational aide	\$3.19/hr.
TULSA, OKLA.	
Paraprofessional	\$1.60/hr.
PITTSBURGH, PA.	
Classroom assistant	\$404-\$422/month
Bus aide	\$484/month
General aide	\$494/month
English lay reader	\$3.89/hr., not to exceed \$1,630/yr.
Compensatory education:	
Teacher aide I	\$384-\$410/month
Teacher aide II	\$550-\$576/month
Teaching assistant	\$454-\$476/month

School system	Salaries scheduled
<u>PITTSBURGH, PA. (Continued)</u>	
Assistant teacher	\$583/month
Supervisory aide I	\$3.32/hr.
Supervisory aide II	\$3.55/hr.
Instructional assistant, Manpower Development Project	\$3.43-\$4.24/hr., based on training and experience
Substitutes:	
Teacher aide or classroom assistant	\$18.50/day
Bus aide, teaching assistant or general aide	\$20.45/day
CHARLESTON COUNTY, S. C. (Charleston)	
Teacher aide:	
High school graduate	\$2,858.40-\$3,563.80/yr. in 11 steps
1 year of college	\$2,958.40-\$3,663.80/yr. in 11 steps
2 years of college	\$3,058.40-\$3,763.80/yr. in 11 steps
3 years of college	\$3,158.40-\$3,863.80/yr. in 11 steps
4 years of college	\$3,258.40-\$3,963.80/yr. in 11 steps
GREENVILLE COUNTY, S. C. (Greenville)	
Teaching aide:	
High school graduate	\$2.20-\$2.95/hr.
Two years of college	\$2.50-\$3.60/hr.
METROPOLITAN SCHOOL SYSTEM, NASHVILLE, TENN.	
Classroom attendant	\$1.88-\$2.28/hr. in 5 steps
Instructional aide	\$2.31-\$2.95/hr. in 6 steps
Kindergarten aide; community educational aide; home aide; or parent interviewer	\$1.88-\$2.28/hr. in 5 steps
Social work assistant	\$3.09-\$3.94/hr. in 6 steps
AUSTIN, TEXAS	
Instructional aide:	
No specific education level required	\$300/month
One year experience or one year aide training	\$308/month

(Cont.)

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled	School system	Salaries scheduled
<u>Stratum II (Continued)</u>		<u>SEATTLE, WASH. (Continued)</u>	
AUSTIN, TEXAS (Continued)		Special attendant or human relations aide	\$567.17-\$634.97/month in 6 steps
Two years' experience or one year experience + one year aide training	\$316/month	Instructional assistant	\$619.81-\$701.17/month in 7 steps
High school diploma	\$324/month		
One year college or one year experience + one year aide training	\$350/month	<u>KANAWHA COUNTY, W. VA. (Charleston)</u>	
Two years' college or one year college + one year aide training	\$375/month	Aide (less than high school diploma)	\$2,100-\$2,160/yr. in 2 steps
Three years' college or two years' college + one year aide training	\$400/month	Assistant teacher (6 appropriate college hours)	\$2,280-\$2,640/yr. in 4 steps
		Associate teacher (A.A. or A.S. degree or 64-95 college hours)	\$2,760-\$3,240/yr. in 5 steps
		In: r:n teacher (96 college hours)	\$3,360-\$3,720/yr. in 5 steps
<u>SAN ANTONIO, TEXAS</u>		<u>Stratum III--Enrollments 25,000-49,999 (52 Systems)</u>	
Teacher aide or library aide	\$3,000-\$3,650/yr. in 5 steps	<u>HUNTSVILLE, ALA.--city schools</u>	
Special education aide: 10-month	\$3,000-\$3,650/yr. in 5 steps	Instructional assistant	\$1.74-\$2.31/hr. in 8 steps (+ 15¢/hr. for each year of college or 74¢/hr. for college degree)
11-month	\$3,300-\$4,015/yr. in 5 steps		
12-month	\$3,600-\$4,380/yr. in 5 steps	<u>SCOTTSDALE SCHOOL DISTRICT, ARIZ. (Phoenix)</u>	
Study hall supervisor	\$3,600-\$5,870/yr. in 11 steps	Instructional aide	\$4,659-\$5,928/yr.
		Instructional assistant	\$5,242-\$6,698/yr.
<u>GRANITE SCHOOL DISTRICT, UTAH (Salt Lake City)</u>		<u>ANAHEIM, CALIF.--Union High School District</u>	
Special education or Title I aide	\$1.75-\$2.73/hr. in 8 steps	Paraprofessional	\$2.75-\$3.45/hr.
Instructional assistant: 0-90 credit hours	\$3,241-\$4,150/yr. in 8 steps		
Above 90 credit hours	\$3,463-\$5,393/yr. in 8 steps	<u>FREMONT, CALIF.</u>	
		Instructional aide	\$449-\$548/month in 5 steps
<u>NORFOLK, VA.</u>		Noon supervisor	\$2.37/hr.
Special education aide	\$197-\$259/month in 7 steps		
<u>SEATTLE, WASH.</u>			
Service aide or bus supervisor	\$468.26-\$522.50/month in 5 steps		
Attendant or human relations aide	\$512.84-\$580.64/month in 6 steps		

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
<u>Stratum III (Continued)</u>	
MT. DIABLO SCHOOL DISTRICT, CALIF. (Concord)	
Vocational shop assistant	\$3.64-\$4.43/hr. in 5 steps
Instructional aide I; tutorial education aide; community service aide	\$2.65-\$3.23/hr. in 5 steps
Instructional aide II	\$2.93-\$3.55/hr. in 5 steps
NORWALK-LA MIRADA SCHOOL DISTRICT, CALIF. (Norwalk)	
Student activities assistant	\$460-\$561/month in 5 steps
Instructional library aide; home-school community aide; SCRIP aide II	\$489-\$597/month in 5 steps
Teacher aide, New Career	\$391-\$477/month in 5 steps
Teacher clerical aide	\$416-\$508/month in 5 steps
Instructional aide	\$449-\$547/month in 5 steps
ORANGE, CALIF.	
Special education aide; teacher aide; community aide; noon supervisor	\$2.75/hr.
PASADENA, CALIF.	
Campus control aide	\$571-\$691/month in 5 steps
Children's aide, special education	\$495-\$599/month in 5 steps
Library aide	\$451-\$544/month in 5 steps
School-community aide or instructional aide	\$473-\$571/month in 5 steps
Laboratory assistant	\$532-\$644/month in 5 steps
Noon aide	\$2.44-\$2.60/hr. in 2 steps
RICHMOND, CALIF.	
Paraprofessional	\$691-\$839/month in 5 steps

School system	Salaries scheduled
RIVERSIDE, CALIF.	
Community aide I	\$421-\$505/month in 5 steps
Instructional aide I	\$439-\$529/month in 5 steps
Community aide II or instructional aide II	\$460-\$556/month in 5 steps
SACRAMENTO, CALIF.	
Hall monitor; instructional aide; school community worker	\$433-\$526/month in 5 steps
Instructional assistant:	
I	\$455-\$553/month in 5 steps
II	\$478-\$580/month in 5 steps
Programmed tutoring assistant	\$478-\$580/month in 5 steps
Teacher assistant (bilingual)	\$490-\$594/month in 5 steps
Teacher associate	\$501-\$610/month in 5 steps
Training assistant (bilingual)	\$553-\$672/month in 5 steps
SANTA ANA, CALIF.	
Instructional aide:	
General	\$413-\$503/month in 5 steps
TMR/EH/EMR/MGM/Transitional	\$434-\$528/month in 5 steps
Reading/OH/ESL/Bilingual	\$456-\$554/month in 5 steps
Noon supervisor	\$422-\$514/month in 5 steps
Physical education matron/security matron/bus matron	\$434-\$528/month in 5 steps
Administrative aide	\$456-\$554/month in 5 steps
Community aide	\$514-\$626/month in 5 steps
Principal aide	\$566-\$689/month in 5 steps
Health aide	\$479-\$581/month in 5 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
<u>Stratum III (Continued)</u>	
STOCKTON, CALIF.	
Teacher aide or teacher assistant:	
No college-15 units	\$428-\$521/month in 5 steps
16-29 units	\$461-\$561/month in 5 steps
30-44 units	\$495-\$603/month in 5 steps
45-59 units	\$521-\$633/month in 5 steps
60-74 units	\$547-\$664/month in 5 steps
75-89 units	\$574-\$698/month in 5 steps
90 or more units	\$603-\$732/month in 5 steps
TORRANCE, CALIF.	
High school campus aide	\$3.14-\$3.80/hr. in 5 steps
ESL teacher aide; VEA teacher aide; special instruction attendant	\$3.18/hr.
Teacher aide	\$2.65/hr.
Reader	\$2.54/hr.
PUEBLO, COLO.	
Paraprofessional	\$1.85-\$1.95/hr. in 2 steps
HARTFORD, CONN.	
Paraprofessional:	
No college credits	\$3,819-\$4,830/yr. in 5 steps
12 college credits	\$4,044-\$5,054/yr. in 5 steps
36 college credits	\$4,268-\$5,279/yr. in 5 steps
60 college credits	\$4,493-\$5,504/yr. in 5 steps
72 college credits	\$4,717-\$5,841/yr. in 5 steps
96 college credits	\$4,942-\$6,605/yr. in 5 steps
ESCAMBIA COUNTY, FLA. (Pensacola)	
Teacher aide or special teacher aide	\$2.08-\$2.61/hr. in 6 steps
Student assistant:	
High school enrollee	\$1.60/hr.
1st and 2nd year college	\$1.75/hr.
3rd and 4th year college	\$1.95/hr.

School system	Salaries scheduled
VOLUSIA COUNTY, FLA. (DeLand)	
Assistant teacher	\$4,625-\$5,319/yr. in 6 steps
Non-core assistant:	
10-month	\$4,326-\$4,774/yr. in 6 steps
12-month	\$5,191-\$5,732/yr. in 6 steps
Instructional aide:	
10-month	\$3,094-\$3,549/yr. in 6 steps
12-month	\$3,712-\$4,259/yr. in 6 steps
Student employee	\$1.60/hr.
BIBB COUNTY, GA. (Macon)	
Auxiliary personnel:	
High school diploma and no experience	\$12/day
1-2 years college and 0-2 years experience	\$15/day
2 years college and 3-4 years experience	\$17/day
2 years college and 5 years experience	\$18/day
PEORIA, ILL.	
Teacher aide--Career Opportunity Program:	
High school diploma	\$3,120-\$3,172/yr. in 2 steps
25 college units	\$3,510-\$3,608/yr. in 3 steps
45 college units	\$3,900-\$4,004/yr. in 3 steps
60 college units	\$4,186-\$4,290/yr. in 3 steps
90 college units	\$4,576-\$4,680/yr. in 3 steps
Teacher aide:	
Community aide; special education aide; regular class aide	\$4,680/yr.
Special education bus monitor	\$9.36/day
ROCKFORD, ILL.	
Teacher; clerical; library; or lunchroom aide	\$2.27-\$2.75/hr. in 5 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
<u>Stratum III (Continued)</u>	
DES MOINES, IOWA	
Classroom, general building, or clerical associate:	
No degree	\$18.20-\$20.28/day in 3 steps*
Degree	\$20.28-\$22.36/day in 3 steps
Elementary library or secondary media associate:	
No degree	\$19.76-\$21.84/day in 3 steps*
Degree	\$21.84-\$23.92/day in 3 steps
Trainable associate:	
No degree	\$22.88-\$24.96/day in 3 steps*
Degree	\$24.96-\$27.04/day in 3 steps
Study hall associate:	
No degree	\$24.96-\$27.04/day in 3 steps*
Degree	\$27.04-\$29.12/day in 3 steps
	* +50c a day for each 30 hours of college work toward a degree
SHAWNEE MISSION, KANS.	
Educational aide	\$1.85-\$2.81/hr. in 10 steps (+5.5% longevity increase beyond 10th step)
CALCASIEU PARISH, LA. (Lake Charles)	
Aide in special education class	\$2,937/yr.
Aide in remedial reading class	\$4,323/yr.
RAPIDES PARISH, LA. (Alexandria)	
Teachers' aide	\$2,365.00-\$3,359.27/yr. in 5 steps
Substitute teachers' aide	\$11/day
HARFORD COUNTY, MD. (Bel Air)	
Aide	\$3,000-\$3,850/yr. in 8 steps

School system	Salaries scheduled
SPRINGFIELD, MASS.	
Teacher aide	\$11.40-\$14.35/day in 3 steps
Assistant teacher:	
No experience/ no degree	\$24.27/day
One year experience or bachelor's	\$25.32/day
Two years' experience or master's	\$26.38/day
WORCESTER, MASS.	
Teacher aide; guidance aide; library aide	\$2.76/hr. (\$2.90/hr. on 7/1/73)
Title I teacher aide:	
No formal training	\$2.00-\$2.10/hr. in 2 steps
High school or GED	\$2.35-\$2.45/hr. in 2 steps
One year college or equivalent training	\$2.55-\$2.65/hr. in 2 steps
Two years' college or equivalent training	\$2.75-\$2.85/hr. in 2 steps
Three years' college or equivalent training	\$2.95-\$3.05/hr. in 2 steps
FLINT, MICH.	
Teacher aide:	
No educational requirement	\$2.66-\$3.13/hr. in 4 steps
High school diploma or equivalent	\$2.77-\$3.59/hr. in 6 steps
30 hours of post-high school credit	\$2.98-\$3.81/hr. in 6 steps
60 hours of post-high school credit	\$3.13-\$4.11/hr. in 6 steps
Child training assistant (special education)	\$3.13-\$4.11/hr. in 6 steps
	NOTE: Above salaries do not include longevity increments as follows:
	12-14 yrs., \$2.50/wk.
	15-19 yrs., \$3.75/wk.
	20 yrs., \$5.00/wk.

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled	School system	Salaries scheduled
<u>Stratum III (Continued)</u>		<u>WAKE COUNTY, N. C.</u>	
<u>GRAND RAPIDS, MICH.</u>		<u>(Raleigh)</u>	
Paraprofessional	\$2,846-\$3,442/yr. in 5 steps	Teacher aide:	
Lunchroom aide	\$3.32/day	High school graduate	\$240-\$270/month in 4 steps
Bus aide	\$4.99/day	One year of college	\$265-\$295/month in 4 steps
<u>BLOOMINGTON, MINN.</u>		Two years of college	\$290-\$320/month in 4 steps
Teacher aide	\$2.37-\$2.88/hr. in 5 steps	Three years of college	\$315-\$345/month in 4 steps
Paraprofessional	\$3.03-\$3.68/hr. in 5 steps	Four years of college	\$340-\$370/month in 4 steps
<u>ST. PAUL, MINN.</u>		<u>PARMA, OHIO</u>	
Teacher aide	\$2.00-\$2.50/hr. in 6 steps (steps 5 and 6 to be added for 1973-74)	IPI aide; EMR aide; kindergarten aide	\$3,630-\$4,449/yr. in 8 steps
<u>WASHOE COUNTY, NEV.</u>		Classroom aide:	
<u>(Reno)</u>		Elementary (noon aide)	\$2.22-\$2.27/hr. in 2 steps
Teacher aide	\$2.75/hr.	Secondary (study hall aide)	\$2.49-\$2.55/hr. in 2 steps
Teacher assistant	\$3.13-\$3.51/hr. in 6 steps	IGE aide or differen- tiated staffing aide	\$3.02/hr.
<u>SYRACUSE, N. Y.</u>		Library assistant:	
Teacher aide I	\$2.90/hr.	7-hr. day, 2 days a week (elementary)	\$1,565-\$1,909/yr. in 8 steps (addi- tional days per week prorated on this basis)
Teacher aide II	\$3.19/hr.	7-1/2 hr. day, 4 days a week (secondary)	\$3,336-\$4,062/yr. in 8 steps (addi- tional day per week prorated on this basis)
Corridor guide	\$2.94/hr.		
Bus attendant	\$2.50/hr. (\$10/4- hr. day)		
	NOTE: Longevity increments of 10¢/hr. after 10 years and each 5 years thereafter		
<u>GASTON COUNTY, N. C.</u>		<u>YOUNGSTOWN, OHIO</u>	
<u>(Gastonia)</u>		Instructional or mon- itorial aide	
Paraprofessional	\$330/month	Substitute aide	\$2.35-\$2.70/hr. in 4 steps \$2.10/hr.
<u>GREENSBORO, N. C.--city schools</u>		<u>COLUMBIA, S. C.</u>	
Aide:		Paraprofessional	
High school training	\$275-\$375/month in 9 steps	\$3,121/yr.	
Two years' college	\$295-\$400/month in 9 steps		
Four years' college	\$305-\$410/month in 9 steps		

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled	School system	Salaries scheduled
<u>Stratum III (continued)</u>		<u>PASADENA, TEXAS</u>	
PROVIDENCE, R. I.		Teacher aide:	
General aide	\$1.75-\$1.95/hr. in 2 steps	Elementary	\$3,250-\$5,130/yr.
Teacher aide or clerical aide	\$1.95-\$2.25/hr. in 3 steps	Secondary	\$3,000-\$4,880/yr.
Teacher assistant I or clerical aide	\$2.35-\$2.55/hr. in 3 steps	<u>SALT LAKE CITY, UTAH</u>	
Teacher assistant II or clerical aide	\$2.65/hr.	Aide:	
KNOXVILLE, TENN.--city schools		No college	\$2,650-\$3,170/yr. in 6 steps
Teacher assistant	\$4,164.60-\$4,996.20/yr. in 8 steps	30 quarter hours	\$2,751-\$3,301/yr. in 6 steps
Regular or Head Start teacher aide; communication skills, kindergarten, or performing arts aide	\$2,300.00-\$4,085.40/yr. in 8 steps	60 quarter hours	\$2,842-\$3,412/yr. in 6 steps
Day care teacher aide	\$2,468.40-\$3,022.80/yr. in 8 steps	90 quarter hours	\$2,943-\$3,533/yr. in 6 steps
Nursery school aide or driver aide	\$4,441.80-\$5,319.60/yr. in 8 steps	120 quarter hours or aide certificate	\$3,000-\$3,644/yr. in 6 steps
Vocational education teacher aide:		<u>HENRICO COUNTY, VA. (Highland Springs)</u>	
10-month	\$3,731/yr.	Teacher aide:	
12-month	\$4,477.20/yr.	Cooperative training center; special education; Title VI	\$3,300/yr.
Youth and young adults teacher aide	\$3,000/yr.	Title I or Title III	\$3,500/yr.
CORPUS CHRISTI, TEXAS		<u>RICHMOND, VA.--city schools</u>	
Paraprofessional aide	\$19.62-\$24.23/day in 11 steps	Teacher helper	\$3,501-\$3,971/yr. in 5 steps
LUBBOCK, TEXAS		Study hall monitor	\$4,389-\$5,068/yr. in 5 steps
Title I media aide (degree)	\$2.50-\$3.10/hr.	Teacher assistant:	
Title I media aide (nondegree); migrant community liaison; secondary schools study hall supervisor	\$2.12-\$2.75/hr.	Less than 2 years of college	\$4,494-\$4,964/yr. in 5 steps
Bilingual community liaison	\$2.28-\$2.91/hr.	Two years of college	\$5,303-\$5,930/yr. in 5 steps
General teacher aide	\$1.88-\$2.38/hr.	College degree	\$6,401-\$7,106/yr. in 5 steps
Lunchroom aide; bilingual aide; nurse aide; adult basic education aide	\$1.93-\$2.41/hr.	Teacher aide	\$1.90-\$2.20/hr. in 4 steps
Migrant aide; PSEH aide; Head Start aide; kindergarten aide	\$1.88-\$2.13/hr.	<u>VIRGINIA BEACH, VA.</u>	
		Paraprofessional	\$2.05-\$2.46/hr. in 5 steps
		<u>SPOKANE, WASH.</u>	
		Paraprofessional	\$4,452-\$5,532/yr. in 5 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
<u>Stratum III (Continued)</u>	
MADISON, WIS. School aide	\$2.50-\$3.00/hr. in 3 steps
Teacher aide or library aide	\$2.50-\$2.85/hr. in 3 steps
Lunchroom and/or play- ground supervisor	\$2.20-\$2.50/hr. in 3 steps
RACINE, WIS.	
Instructional aide: No formal education or experience	\$75.00-\$81.75/wk. in 2 steps
1/2-year experience	\$82.13-\$101.63/wk. in 6 steps
30 hours college + 1/2-year experience	\$86.25-\$120.38/wk. in 10 steps
Assistant teacher (60 hours college, includ- ing 10 in education, + 1 year's experience)	\$105.00-\$139.50/wk. in 7 steps
Associate teacher (90 college hours, includ- ing 15 in education, + 2 years' experience)	\$129.75-\$153.38/wk. in 4 steps
<hr/>	
<u>STRATUM IV--Enrollments 12,000-24,999</u> (140 Systems)	
TUSCALOOSA, ALA.,--city schools	
Aide:	
Non-high school graduate	\$1.60/hr.
High school grad- uate or GED	\$1.70-\$1.90/hr. in 4 steps
One year college or 1 year secretarial school after high school	\$1.80-\$2.00/hr. in 4 steps
Two years of college	\$1.90-\$2.20/hr. in 4 steps
College graduate	\$2.00-\$2.30/hr. in 4 steps
College graduate + valid teaching certificate	\$2.10-\$2.40/hr. in 4 steps

School system	Salaries scheduled
ABC SCHOOL DISTRICT, CALIF. (Artesia)	
Instructional aide I	\$442-\$537/month in 5 steps
Instructional aide II	\$487-\$592/month in 5 steps
Teacher assistant--TMR	\$524-\$638/month in 5 steps
School community aide	\$578-\$703/month in 5 steps
ALAMEDA, CALIF.	
Paraprofessional	\$441-\$537/month in 5 steps
ALUM ROCK ELEMENTARY SCHOOL DISTRICT, CALIF. (San Jose)	
Paraprofessional	\$2.63-\$3.34/hr. in 6 steps
AZUSA, CALIF.	
Teacher aide	\$462-\$561/month in 5 steps
School community re- source aide	\$534-\$650/month in 5 steps
BAKERSFIELD, CALIF.-- Elementary School District	
Aide I:	
Bilingual (4-hr. day)	\$189-\$249/month in 8 steps
6-hr. day	\$284-\$374/month in 8 steps
7-hr. day	\$331-\$436/month in 8 steps
8-hr. day	\$378-\$498/month in 8 steps
Aide II:	
5-hr. day	\$249-\$326/month in 8 steps
6-hr. day	\$299-\$392/month in 8 steps
8-hr. day	\$398-\$522/month in 8 steps
Prekindergarten in- structor	
7-hr. day	\$480-\$628/month in 8 steps
8-hr. day	\$548-\$718/month in 8 steps
BALDWIN PARK, CALIF.	
Noontime supervision worker	\$34?-\$416/month in 5 steps

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled	School system	Salaries scheduled
<u>Stratum IV (Continued)</u>		FAIRFIELD-SUISUN SCHOOL DISTRICT, CALIF. (Fairfield)	
BALDWIN PARK, CALIF. (Continued)		Playground/lunch supervisor	\$367-\$455/month in 5 steps
Home liaison aide and instructional aide	\$471-\$572/month in 5 steps	Instructional aide I	\$414-\$502/month in 5 steps
BERKELEY, CALIF.		Instructional aide II	\$435-\$526/month in 5 steps
Counselor aide; instructional aide; school service aide	\$545-\$662/month in 5 steps	FONTANA, CALIF.	
School community aide:		Head Start teacher:	
I	\$545-662/month in 5 steps	60 semester units of college	\$26-\$30/day in 5 steps
II	\$601-\$730/month in 5 steps	90 semester units of college	\$28-\$32/day in 5 steps
III	\$662-\$805/month in 5 steps (+ longevity increases of \$10 a month after 10 years' service + \$5 a month for each additional 5 years up to 30 years)	120 semester units of college	\$30-\$34/day in 5 steps
BURBANK, CALIF.		FREMONT UNION HIGH SCHOOL DISTRICT, CALIF. (Sunnyvale)	
Health aide and teacher aide	\$517-\$630/month in 5 steps	Paraprofessional	\$2.50/hr.
School aide	\$2.98/hr.	FULLERTON, CALIF.--Elementary School District	
Student helper	\$1.75/hr.	Instructional aide	\$499-\$595/month in 5 steps
Noon playground leader	\$2.98/hr.	Playground supervisor	\$2.636/hr.
CHULA VISTA, CALIF.--Elementary school District		GROSSMONT, CALIF.--Union High School District	
Instructional aide	\$406-\$493/month in 5 steps	Instructional aide	\$2.56-\$3.28/hr. in 6 steps
CUPERTINO, CALIF.		Teacher assistant:	
Instructional aide	\$423-\$510/month in 5 steps (+ longevity increments of 3% of beginning salary at 10th year, 5% at 15th year, and 7% at 20th year of service)	College freshman or sophomore	\$2.00-\$3.00/hr. in 5 steps
DOWNEY, CALIF.		College junior	\$2.00-\$3.00/hr. in 4 steps
Permit teacher	\$3.68/hr.	College senior	\$2.00-\$3.00/hr. in 3 steps
		Bachelor's degree	\$2.50-\$4.00/hr. in 4 steps
		Master's or bachelor's + 30 units	\$3.50-\$4.00/hr. in 3 steps
		Doctorate or bachelor's + 60 units	\$4.00-\$5.00/hr. in 5 steps
		Vo-tech	\$4.00-\$5.00/hr. in 5 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled	School system	Salaries scheduled
<u>Stratum IV (Continued)</u>			
KERN HIGH SCHOOL DISTRICT, CALIF. (Bakersfield)		OXNARD, CALIF.--Union High School District	
Community aide or instructional aide	\$360-\$462/month in 6 steps	Community aide I	\$2.24-\$2.76/hr. in 5 steps
Preschool instructional aide	\$388-\$497/month in 6 steps	Community aide II	\$3.08-\$3.75/hr. in 5 steps
Instructional assistant	\$462-\$590/month in 6 steps	POMONA, CALIF.	
LA MESA-SPRING VALLEY ELEMENTARY SCHOOL DISTRICT, CALIF. (La Mesa)		Health aide or instructional aide	\$448-\$545/month in 6 steps
Instructional aide I	\$404-\$540/month in 8 steps (including 3 longevity steps)	Bilingual teacher aide	\$558-\$678/month in 6 steps
Instructional aide II	\$424-\$567/month in 8 steps (including 3 longevity steps)	ROWLAND SCHOOL DISTRICT, CALIF. (Rowland Heights)	
Noon supervisor	\$2.20/hr.	Bilingual (Spanish) instructional aide	\$459-\$559/month in 5 steps
Student helper	\$2.00/hr.	Instructional aide	\$459-\$559/month in 5 steps
LOMPOC, CALIF.		Instructional aide--health (12 months)	\$494-\$602/month in 5 steps
Instructional aide	\$463-\$563/month in 5 steps	SAN LORENZO, CALIF.	
MODESTO, CALIF.		Instructional aide I	\$472-\$561/month in 5 steps
Community aide; instructional aide; preschool aide	\$2.45-\$2.97/hr. in 5 steps	Instructional aide II	\$501-\$595/month in 5 steps
Team teaching assistant	\$3.12-\$3.79/hr. in 5 steps	SEQUOIA UNION HIGH SCHOOL DISTRICT, CALIF. (Redwood City)	
Career counselor aide	\$2.97-\$3.61/hr. in 5 steps	Instructional aide	\$544-\$661/month in 5 steps
NAPA VALLEY SCHOOL DISTRICT, CALIF. (Yountville)		School aide	\$661-\$805/month in 5 steps
Paraprofessional	\$2,200/school term	SOUTH SAN FRANCISCO, CALIF.	
OCEAN VIEW ELEMENTARY SCHOOL DISTRICT, CALIF. (Huntington Beach)		Instructional aide	\$524-\$638/month in 5 steps
Instructional aide or library aide	\$452-\$552/month in 5 steps	VALLEJO, CALIF.	
Home school liaison (Title I)	\$538-\$659/month in 5 steps	Parent assistant; school community representative (elementary); teacher assistant	\$444-\$539/month in 5 steps
		Paraprofessional; school community representative (secondary); social service assistant	\$466-\$566/month in 5 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled	School system	Salaries scheduled
<u>Stratum IV (Continued)</u>			
VISALIA, CALIF.		NEWARK, DEL.	
Teacher aide I	\$343-\$460/month in 7 steps (including 2 longevity steps)	Teacher aide	\$2.00/hr.
Teacher aide II	\$436-\$582/month in 7 steps (including 2 longevity steps)	WILMINGTON, DEL.	
WEST COVINA, CALIF.		Paraprofessional:	
Instructional aide	\$458-\$556/month	Aide (high school diploma or GED)	\$4,200-\$5,600/yr. in 7 steps (+ \$100/yr. after 12 years)
Athletic aide	\$524-\$634/month	Assistant (45 cred- its in paraprofes- sional training + one year experience)	\$4,400-\$5,800/yr. in 7 steps (+ \$100/yr. after 12 years)
Physical education aide	\$474-\$579/month	Associate (75 cred- its in paraprofes- sional training + one year experience)	\$4,600-\$6,000/yr. in 7 steps (+ \$100/yr. after 12 years)
Noon aide	\$2.10-\$2.20/hr. in 3 steps		
Student helper	\$1.60/hr.	BAY COUNTY, FLA. (Panama City)	
WESTMINSTER, CALIF.--Ele- mentary School District		Teacher aide:	
Instructional aide	\$414-\$504/month in 6 steps	60 college credits	\$2.45-\$2.73/hr. in 6 steps
Instructional aide--PEP	\$448-\$545/month in 6 steps	30 college credits	\$2.28-\$2.56/hr. in 6 steps
Noontime supervisor	\$2.167/hr.	High school education	\$1.83-\$2.28/hr. in 6 steps
Substitute instructional aide	\$2.584/hr.	LAKE COUNTY, FLA. (Tavares)	
EASTLAKE SCHOOL DISTRICT, COLO. (Denver)		Paraprofessional (60 college credits)	\$2.47/hr.
Paraprofessional:		Apprentice teacher (en- rolled in teacher cer- tification program)	\$1.97/hr.
Regular	\$1.75-\$2.16/hr. in 5 steps	Teacher aide/clerkial aide	\$1.70-\$1.80/hr. in 3 steps
College-trained	\$1.90-\$2.32/hr. in 5 steps	MANATEE COUNTY, FLA. (Bradenton)	
Campus supervisor	\$2.50-\$2.64/hr. in 5 steps	Teacher aide	\$1.75-\$1.91/hr. in 4 steps
LITTLETON, COLO.		GLYNN COUNTY, GA. (Brunswick)	
Teacher aide	\$2.00-\$2.40/hr. in 9 steps	Paraprofessional	\$15/day
EAST HARTFORD, CONN.			
Paraprofessional	\$2.10-\$2.31/hr. in 3 steps		
FAIRFIELD, CONN.			
Teacher aide	\$3,380-\$5,069/yr. in 5 steps		
WEST HARTFORD, CONN.			
Paraprofessional assistant	\$2.03-\$2.62/hr. in 7 steps		

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled	School system	Salaries scheduled
<u>Stratum IV (Continued)</u>		PERRY TOWNSHIP SCHOOL CORPORATION, IND. (Indianapolis)	
BOISE, IDAHO		Instructional aide	\$340-\$410/month in 5 steps
Secondary, clerical teacher's aide	\$280-\$366/month in 6 steps	Substitute aide	\$1.75/hr.
DECATUR, ILL.		CEDAR RAPIDS, IOWA	
Teacher aide:		Teacher aide	\$1.76-\$2.54/hr. in 12 steps
30-60 hours college	\$2.90/hr.	Teacher associate:	
61-90 hours college	\$3.20/hr.	I	\$2.81-\$4.10/hr. in 15 steps
91-120 hours college	\$3.50/hr.	II	\$2.41-\$3.52/hr. in 14 steps
College degree	\$3.75/hr.	III	\$1.86-\$2.72/hr. in 12 steps
Special education helper	\$2.72-\$3.10/hr.	DAVENPORT, IOWA	
DAACC child care helper	\$2.00/hr.	Full-time teacher associate:	
Title I:		Without degree	\$23.50/day
Home visitor	\$3.75/hr.	With B.A. degree	\$27.50/day
Home visitor aide	\$2.00/hr.	Part-time teacher associate	\$1.60/hr.
MT. PROSPECT, ILL.--Township High School District		Part-time teacher aide or library aide	\$1.93846/hr.
Instructional assistant:		SIOUX CITY, IOWA	
Track I	\$2.50-\$2.80/hr. in 3 steps (+ one merit step of \$2.50)	Paraprofessional	
Track II	\$3.00-\$3.40/hr. in 3 steps (+ one merit step of \$4.20)		
Track III	\$4.00-\$4.40/hr. in 3 steps (+ one merit step of \$5.50)	ACADIA PARISH, LA. (Crowley)	
PALATINE, ILL.--Elementary School District		Paraprofessional	
Teacher aide	\$3.00/hr.		
BARTHOLOMEW SCHOOL CORPORATION, IND. (Columbus)		OUACHITA PARISH, LA. (Monroe)	
Paraprofessional	\$2.00/hr.	Paraprofessional	
GREATER CLARK COUNTY, IND. (Jeffersonville)			
Teacher aide	\$280-\$330/month in 6 steps (aides with degrees start at Step 3)	PORTLAND, ME.	
		Teacher aide:	
		With less than 2 years' experience	\$14/day
		With 2 years' experience	\$17/day
		Teacher assistant:	
		With less than 2 years' experience	\$16/day
		With 2 years' experience	\$19/day

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
<u>Stratum IV (Continued)</u>	
CARROLL COUNTY, MD. (Westminster) Paraprofessional	\$2,400-\$3,200 in 5 steps
CHARLES COUNTY, MD. (La Plata) Teacher aide:	
High school diploma	\$3,250-\$3,650/yr. in 5 steps
30 hours of college	\$3,600-\$4,600/yr. in 6 steps
45 hours of college	\$4,400-\$5,600/yr. in 7 steps
WASHINGTON COUNTY, MD. (Hagerstown) Aide I	\$2,800-\$5,000/yr. in 12 steps
Aide II	\$2,600-\$4,800/yr. in 12 steps
PITTSFIELD, MASS. Teacher aide	\$2.25/hr.
Supervisory aide	\$2.10/hr.
Assistant teacher	\$2.30, \$2.60, or \$2.90/hr.
Parent aide	\$2.00 or \$2.25/hr.
Parent coordinator (Follow Through)	\$125 or \$132.40/wk.
Parent coordinator (Title I)	\$6,100/yr.
Bus coordinator	\$2.00/hr.
QUINCY, MASS. Paraprofessional	\$2.50/hr.
BIRMINGHAM, MICH. Teacher aide	\$3.02-\$3.37/hr. in 3 steps
GARDEN CITY, MICH. IMC paraprofessional	\$100 (training per- iod)-\$137.80/wk. in 8 steps
JACKSON, MICH. Paraprofessional: Non-high school graduate	\$2.07-\$2.74/hr. in 7 steps*

School system	Salaries scheduled
<u>JACKSON, MICH. (Continued)</u>	
High school graduate	\$2.27-\$3.00/hr. in 7 steps*
15 hours of college	\$2.37-\$3.14/hr. in 7 steps*
30 hours of college	\$2.49-\$3.28/hr. in 7 steps*
	*Above rates include 2 longevity steps paid after 8th and 15th years
<u>KALAMAZOO, MICH.</u>	
Teacher aide III	\$3,150-\$4,350/yr. in 7 steps
Teacher aide II	\$3,550-\$4,750/yr. in 7 steps
Teacher aide I	\$3,950-\$5,150/yr. in 7 steps
Special education aide	\$3,550-\$4,750/yr. in 7 steps
<u>MIDLAND, MICH.</u>	
Special education aide, classroom aide	\$3,736-\$5,063/yr.
School aide	\$2.23/hr. (\$3.50/hr. if for lunch per- iod only)
<u>PONTIAC, MICH.</u>	
Parent coordinator	\$3.11-\$4.40/hr. in 6 steps
Teacher assistant; community aide; lay counselor:	
0-29 college cred- its	\$2.28-\$2.79/hr. in 6 steps
30-59 college cred- its	\$2.56-\$3.33/hr. in 6 steps
60-89 college cred- its	\$2.83-\$3.86/hr. in 6 steps
90+ college credits	\$3.11-\$4.40/hr. in 6 steps
Teacher aide or li- brary aide	\$2.28-\$2.79/hr. in 6 steps
Lay supervisor or clerical aide	\$2.28/hr.
Student worker	\$1.65/hr.
Crossing guard	\$2.30/hr. (paid for not less than 2 hours a day)

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
<i>Stratum IV (Continued)</i>	
PORT HURON, MICH. Paraprofessional	\$2.10 or \$2.20/hr.
ROYAL OAK, MICH. Teacher aide	\$2.46-\$3.48/hr. in 7 steps
Paraprofessional	\$2.96-\$3.79/hr. in 7 steps
WATERFORD TOWNSHIP, MICH. (Pontiac) Teacher aide	\$2.35-\$2.75/hr. in 5 steps
MOUNDS VIEW SCHOOL DIS- TRICT, MINN (St. Paul) Clerical aide or general aide	\$1.80-\$2.20/hr. in 3 steps
Instructional aide	\$2.75-\$3.25/hr. in 3 steps
ROSEVILLE, MINN. Paraprofessional Level I	\$407 or \$495/month (\$556/month for superior service)
Level II	\$440 or \$535/month (\$602/month for superior service)
NORTH KANSAS CITY SCHOOL DISTRICT, MO. (Kansas City) Teacher clerk	\$1.95-\$2.15/hr. in 3 steps
Teacher assistant or instructional assist- ant	\$2.35-\$2.55/hr. in 3 steps
PARKWAY SCHOOL DISTRICT, MO. (Chesterfield) Clerical aide	\$2.20/hr.
Instructional aide	\$1,000/semester
ST. JOSEPH, MO. Instructional clerk	\$2,715-\$3,220/yr. in 4 steps

School system	Salaries scheduled
BILLINGS, MONT. Clerical and/or gen- eral duty aide	
	\$1.75/hr. to start; thereafter, \$1.75 -\$2.00/hr. depend- ing on performance level
Instructional aide or library aide	
	\$2.75/hr. to start; thereafter, \$2.75 -\$3.50/hr. depend- ing on performance level
HAMILTON TOWNSHIP, N. J. (Trenton) Teacher aide or class- room aide	
	\$2.50/hr.
MADISON TOWNSHIP, N. J. (Matawan) Paraprofessional	
	\$3.00/hr.
MIDDLETOWN TOWNSHIP, N. J. (Middletown) Teacher aide	
	\$2.50/hr.
WAYNE TOWNSHIP, N. J. (Wayne) Teacher aide (regular)	
	\$12/day
Teacher aide (shelter school)	
	\$16/day
Cafeteria aide	
	\$2.00/hr.
WILLINGBORO TOWNSHIP, N. J. (Willingboro) Title I aide	
	\$2.50/hr.
Teacher aide	
	\$2.10/hr.
WOODBRIIDGE TOWNSHIP, N. J. (Woodbridge) Teacher aide	
	\$2.25/hr.
Teacher assistant	
	\$3.00/hr.
GALLUP-McKINLEY COUNTY SCHOOL DISTRICT, N. MEX. (Gallup) Teacher aide	
	Starting annual sal- ary with high school education is \$3,300; each column on the schedule represents a \$100 annual in- crease and requires

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
<i>Stratum IV (Continued)</i>	
GALLUP-McKINLEY COUNTY SCHOOL DISTRICT, N. MEX. (Gallup) (Continued)	the following college credits: 8, 16, 24, 32, 40, 48, 56, 64/AA, 96, and more than 96 hours. There are 11 steps in each column, with a \$100 increase on each step; thus a \$1,000 difference between the minimum and maximum in each column.
LAS CRUCES, N. MEX. School aide: No experience and no college hours	\$1.95-\$2.35/hr. in 5 steps
66 college hours and no experience or 18 hours and one year experience	\$2.10-\$2.50/hr. in 5 steps
Cafeteria monitor	\$4.00/day (1-1/2 hrs.)
Teacher aide--federal program	\$1.75-\$2.20/hr., depending on qualifications and experience (10¢ additional per hour for aide with supervisory duties)
COMMACK, N. Y. Teacher aide: 0-200 hours experience	\$2.10/hr.
More than 200 hours experience	\$2.45/hr.
Handicapped children	\$2.70/hr.
FARMINGDALE, N. Y. Cafeteria or clerical aide	\$2.14-\$2.45/hr. in 4 steps
Substitute aide	\$2.14/hr.
NEWBURGH, N. Y. Teacher aide	\$3,030-\$3,720/yr. in 4 steps (+ \$60/yr. for each 3 hours

School system	Salaries scheduled
NEWBURGH, N. Y. (Continued)	
Monitor	of college credit; + \$250 longevity for 10 years and \$350 for 15 years) \$3,940-\$5,300/yr. in 6 steps (+ above noted longevity increments)
NIAGARA FALLS, N. Y.	
Lunch and playground aide or school aide	\$2.25/hr.
Head bus aide or home school partner	\$3.25/hr.
Library aide in school with no librarian	\$2.75/hr.
All other aides	\$2.50/hr.
NOTE: All aides receive additional 25¢ an hour in 3rd year of employment	
ROME, N. Y.	
Teacher aide	\$2.25/hr.
Teacher assistant	\$2.40-\$2.50/hr.
SCHENECTADY, N. Y.	
General teacher aide	\$2.13-\$2.47/hr. in 5 steps
Instructional aide	\$2.50-\$2.94/hr. in 5 steps
Teacher aide technician	\$3.13-\$3.89/hr. in 5 steps
Lunch aide	\$2.50/hr.
SMITHTOWN CENTRAL SCHOOL DISTRICT, N. Y. (St. James)	
Teacher aide	\$2.46/hr.
Library aide	\$5,738/10 months
Laboratory aide	\$2.73/hr.
Duty aide (monitor)	\$2.46/hr.
Security guard	\$3.00/hr.
Lunch/playground aide	\$2.18/hr.
SPRING VALLEY, N. Y.	
Teacher aide	\$3,455-\$5,519/yr. in 9 steps
Special education aide	\$3,713-\$5,777/yr. in 9 steps
NOTE: Above salaries + longevity increments after 10th, 15th, and 20th years	

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled	School system	Salaries scheduled
<u>Stratum IV Continued</u>			
ROBESON COUNTY, N. C. (Lumberton)		CLEVELAND HEIGHTS-UNIVERSITY HEIGHTS SCHOOL DISTRICT, OHIO (Cleveland)	
Teacher aide:		Media center aide	\$3,500-\$5,460/yr. in 11 steps
High school graduate, no experience.	\$281/month		
High school graduate, experience	\$293/month	LORAIN, OHIO	
One year of college	\$303/month*	Teacher aide; library aide; lunchroom aide	\$1.80-\$2.20/hr. in 5 steps
Two years of college	\$315/month*	Monitor	\$2.25-\$3.10/hr. in 9 steps
Three years of college	\$326/month*		
	*Less \$10/month with no experience		
ROWAN COUNTY, N. C. (Salisbury)		SPRINGFIELD, OHIO	
Teacher aide:		Kindergarten aide	\$2.43-\$3.00/hr. in 8 steps (including 3 longevity steps at 6, 11, and 16 years)
High school degree	\$282/month	Title I aide or DPPF adult aide	\$2.03-\$2.44/hr. in 5 steps
One year of college	\$299/month		
Two-three years of college	\$315/month	WARREN, OHIO	
College degree	\$332/month	Paraprofessional	\$2.42/hr.
BEREA, OHIO		LAWTON, OKLA.	
Paraprofessional	\$2.44-\$2.66/hr. in 2 steps	Teacher aide	\$1.70/hr.
CANTON, OHIO		SALEM, OREG.	
Disruptive class aide; study hall proctor; lunchroom supervisor aide	\$2.50-\$2.70/hr. in 3 steps	Teacher aide	\$400-\$510/month in 6 steps
Teacher aide	\$2.10/hr.	Assistant teacher	\$463-\$591/month in 6 steps
Laboratory assistant	\$3.05/hr.	Library aide:	
Special education aide	\$2.20/hr.	I	\$363-\$463/month in 6 steps
School community worker:		II	\$400-\$510/month in 6 steps
High school graduate:		III	\$464-\$591/month in 6 steps
6-1/2-hour day	\$4,247-\$4,747/yr. in 6 steps	Community schools aide	\$400-\$510/month in 6 steps
7-hour day	\$4,587-\$5,127/yr. in 6 steps	Student helper:	
Two years of college:		Reader for blind	\$1.60/hr.
6-1/2-hour day	\$4,847-\$6,047/yr. in 7 steps	Work-study program	\$1.60/hr.
7-hour day	\$5,235-\$6,531/yr. in 7 steps	Aide under federal project	\$1.60/hr.
Bachelor's degree		College tutors	\$2.54/hr.
6-1/2-hour day	\$5,647-\$7,747/yr. in 8 steps	Community school aide	\$2.31/hr.
7-hour day	\$6,099-\$8,367/yr. in 8 steps	Substitute teacher aide	\$2.31/hr.

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled	School system	Salaries scheduled
<u>Stratum IV (Continued)</u>		<u>READING, PA. (Continued)</u>	
ALLENTOWN, PA. Paraprofessional	"Negotiable"	Community aide	\$2.10/hr.
		Special education center matron	\$3,150/yr.
BRISTOL TOWNSHIP, PA. (Bristol)		CRANSTON, R. I. Teacher aide	\$1.90-\$2.40/hr. in 6 steps
Instructional aide:		WARWICK, R. I. Special education aide	\$139-\$153/wk. in 3 steps
In training (1st year)	\$2.75/hr.	Kindergarten aide	\$103-\$132/wk. in 5 steps
Succeeding years	\$3.00/hr.		
Special education aide or school community aide:		SIOUX FALLS, S. DAK. Aide:	
In training (1st year)	\$3.00/hr.	Non-certificated	\$1.60-\$2.00/hr. in 5 steps
Succeeding years	\$3.35/hr.	Experienced teacher, but not certified	\$1.60-\$2.50/hr. in 6 steps
BUTLER, PA. Paraprofessional	"Average" of \$2.50/hr.	Certified aide with teaching certificate	\$1.60-\$3.00/hr. in 7 steps
ERIE, PA. Learning resources aide	\$2.50/hr.	CHATTANOOGA, TENN.--city schools	
Teacher aide:		Teacher aide:	
Non-Title I	\$2.00/hr.	Less than high school diploma	\$15.50-\$16.50/day in 5 steps
Title I	\$2.00-\$2.30/hr.	High school diploma or GED	\$15.75-\$16.75/day in 5 steps
Special education aide	\$3,000-\$4,660/yr.	Less than 1 year of college	\$16.00-\$17.00/day in 5 steps
Career Opportunities teacher aide	\$3,500-\$4,200/yr.	One year of college	\$16.50-\$17.50/day in 5 steps
NESHAMINY SCHOOL DISTRICT, PA. (Langhorne)		Two years of college	\$17.25-\$18.25/day in 5 steps
Bus, dining room, or playground aide	\$2.13-\$2.53/hr.	Three years of college	\$18.25-\$19.25/day in 5 steps
Building, library, or study hall aide	\$2.33-\$2.78/hr.	Health attendant	\$15.25/day
Teacher aide, clerical	\$2.50-\$2.85/hr.	KNOX COUNTY, TENN. (Knoxville)	
Special education aide	\$2.85-\$3.25/hr.	Aide:	
Security aide	\$3.00-\$3.25/hr.	Less than B.S. degree	\$12.80-\$16.40/day in 6 steps
Substitute aide	\$2.00/hr.	B.S. degree	\$15.00-\$19.20/day in 6 steps
PENNSBURY SCHOOL DISTRICT, PA. (Fallsington)		B.S. degree + certification	\$16.60-\$21.20/day in 6 steps
School aide	\$2.22-\$2.75/hr.		
Teacher aide	\$2.40-\$2.98/hr.		
Paraprofessional for trainable students	\$4,870/yr.		
READING, PA. Federal program aides:			
Resource teacher aide	\$6,375/yr.		
Home-school liaison	\$7,276/yr.		
IPI or teacher aide	\$2,850-\$3,150/yr. in 3 steps		
FSL aide	\$3,555-\$3,920/yr. in 3 steps		

(Cont.)

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
<i>Stratum IV (Continued)</i>	
SHELBY COUNTY, TENN. (Memphis)	
Instructional aide	\$2.18-\$2.86/hr. in 6 steps (college degree and state teaching certification required for step 6)
ARLINGTON, TEXAS	
Teacher aide; library aide; LLD aide	\$300-\$488/month in 11 steps
ECTOR COUNTY, TEXAS (Odessa)	
Teacher aide	\$3,500-\$3,800/yr. in 3 steps
GOOSE CREEK SCHOOL DISTRICT, TEXAS (Baytown)	
Teacher aide or library media aide:	
10-month	\$3,281-\$5,005/yr. in 13 steps
12-month	\$3,937-\$5,994/yr. in 13 steps
Substitute	\$16/day
Extra help	\$2.00/hr.
IRVING, TEXAS	
Teacher aide	\$3,000-\$3,310/yr. in 3 steps
KILLEEN, TEXAS	
Teacher aide:	
10-month	\$3,000-\$3,310/yr. in 3 steps
11-month	\$3,300-\$3,641/yr. in 3 steps
12-month	\$3,600-\$3,972/yr. in 3 steps
SOUTH PARK SCHOOL DISTRICT, TEXAS (Beaumont)	
Teacher aide and library clerk	\$300-\$422/month in 7 steps
ALPINE SCHOOL DISTRICT, UTAH (American Fork)	
raprofessional aide	\$3,412/yr.

School system	Salaries scheduled
ARLINGTON COUNTY, VA. (Arlington)	
Paraprofessional aide	\$3.02-\$4.05/hr. in 7 steps (+ longevity increments of 11¢/hr. added to salary at 9, 13, and 17 years)
ALEXANDRIA, VA.	
Aide:	
Non-high school graduate	\$3,250-\$5,250/yr. in 11 steps
High school graduate	\$3,750-\$5,750/yr. in 11 steps
One year of college	\$3,870-\$5,920/yr. in 11 steps
CHESTERFIELD COUNTY, VA. (Chesterfield)	
Teacher aide	\$1,890-\$2,632/yr. in 6 steps
ROANOKE, VA.--city schools	
Teacher aide	\$1.94-\$2.48/hr. in 6 steps
BELLEVUE, WASH.	
Instructional assistant:	
B.A.	\$6,660-\$7,326/yr. in 3 steps
B.A. + 15	\$6,880-\$7,546/yr. in 3 steps
B.A. + 30	\$7,099-\$7,765/yr. in 3 steps
CLOVER PARK SCHOOL DISTRICT, WASH. (Tacoma)	
Teacher aide	\$4,720-\$6,620/yr. in 8 steps
EVERETT, WASH.	
Paraprofessional	\$25.50/day
KENT, WASH.	
Instructional aide	\$2.64-\$3.27/hr. in 6 steps

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
<u>Stratum IV (Continued)</u>	
LAKE WASHINGTON SCHOOL DISTRICT, WASH. (Kirkland)	
Teacher aide:	
1st year	\$2.55/hr.
Succeeding years	\$2.85/hr.
Clerical aide	\$2.40/hr.
Noon aide	\$2.55/hr.
Industrial arts equipment and lab aide	\$4.00/hr.
RENTON, WASH.	
Instructional aide:	
Class I	\$2.25-\$2.55/hr. in 4 steps
Class II	\$2.337-\$3.058/hr. in 6 steps
Class III	\$2.423-\$3.433/hr. in 8 steps
SHORELINE SCHOOL DISTRICT, WASH. (Seattle)	
Instructional assistant:	
Non-instructional situations	\$2.45 or \$2.60/hr.
Instructional aide	\$3.25 or \$3.45/hr.
YAKIMA, WASH.	
Aide:	
No educational requirement	\$1.86-\$2.58/hr. in 6 steps
High school diploma or GED	\$1.96-\$2.69/hr. in 6 steps
One year of college	\$2.12-\$2.84/hr. in 6 steps
AA degree or two years of college	\$2.38-\$3.10/hr. in 6 steps
Three years of college	\$2.69-\$3.41/hr. in 6 steps
CABELL COUNTY, W. VA. (Huntington)	
Aide:	
No training	\$287-\$405/month in 12 steps
Approved training program	\$332-\$447/month in 12 steps
APPLETON, WIS.	
1 aide	\$2.00-\$2.50/hr. in 5 steps (3 years)
pedic aide	\$3,867.58-\$4,589.50/yr. in 3 steps

School system	Salaries scheduled
GREEN BAY, WIS.	
Instructional aide:	
Elementary	\$270 (in training) - \$360/month in 5 steps
Special education	\$310-\$370/month in 4 steps
Secondary	\$375-\$465/month in 4 steps
	NOTE: Longevity increments are added as follows: \$4/month at 8 years; \$8/month at 12 years; \$8/month at 16 years
KENOSHA, WIS.	
Instructional aide	\$63-\$78/wk. in 6 steps
Temporary instructional aide	\$1.65/hr.
CASPER, WYO.	
Teacher aide	\$1.83-\$2.39/hr. in 8 steps
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STRATUM V--Enrollments 6,000-11,999 (22 Systems)	
ARCADIA, CALIF.	
Health aide	\$491-\$597/month in 5 steps
Instructional aide	\$504-\$612/month in 5 steps
EAST WHITTIER ELEMENTARY SCHOOL DISTRICT, CALIF. (Whittier)	
Instructional aide	\$445-\$541/month in 5 steps
Noon duty assistant	\$424-\$515/month in 5 steps
SAN MATEO, CALIF.--Union High School District	
Student services aide	\$653-\$795/month in 5 steps
Instructional aide	\$2.50-\$3.00/hr. in 6 steps (semesters)
GREENWICH, CONN.	
Paraprofessional	\$26/6-hour day

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
<i>Stratum V (Continued)</i>	
DOWNER'S GROVE, ILL.-- Elementary School District Paraprofessional	\$2.60/hr.
MAINE TOWNSHIP HIGH SCHOOL DISTRICT, ILL. (Park Ridge) Teacher aide	\$5,000-\$5,750/yr. in 3 steps OR \$3.00-\$3.50/period in 3 steps (part- time)
Paraprofessional	\$2.00-\$2.50/period in 3 steps
OAK PARK, ILL.--Elementary School District Instructional aide	\$3.00/hr.
Noninstructional aide	\$2.25/hr.
PARK RIDGE, ILL.--Elementary School District Paraprofessional	\$3,800-\$4,400/yr. in 4 steps (+ 2-1/2% for those at top of schedule)
BROOKLINE, MASS. Instructional aide: No degree	\$4,752-\$6,019/yr. in 5 steps
Bachelor's degree	\$4,989-\$6,256/yr. in 5 steps
KIRKWOOD, MO. Teacher assistant	\$2.10-\$2.55/hr. in 4 steps
Teacher aide	\$2.00-\$2.35/hr. in 4 steps
CRANFORD, N. J. Teacher aide (part-time)	\$2.00-\$2.30/hr. in 6 steps
Teacher aide (10-month)	\$2,835-\$3,955/yr. in 10 steps
FAIR LAWN, N. J. Special education aide	\$4,945-\$6,358/yr. in 10 steps
Audiovisual media aide	\$5,565-\$7,257/yr. in 10 steps

School system	Salaries scheduled
<i>FAIR LAWN, N. J. (Continued)</i>	
Cafeteria and lunchroom aide	\$2.35/hr.
Clerk aide	\$2.35-\$2.50/hr. in 2 steps
Special education bus attendant	\$1.85/hr.
<i>LIVINGSTON, N. J.</i>	
Cafeteria or playground aide:	
Elementary	\$4.00/session
Secondary	\$7.00/session
<i>RIDGEWOOD, N. J.</i>	
MAT intern	\$250/semester
Teaching assistant	\$3,000/yr.
Instructional media assistant	\$5,000/yr.
<i>WESTFIELD, N. J.</i>	
Paraprofessional	\$3,900-\$4,650/yr. in 4 steps
<i>GREAT NECK, N. Y.</i>	
Teacher paraprofessional:	
Instructional	\$4.40-\$5.35/hr. in 4 steps (10 years)
Noninstructional	\$3.60-\$4.00/hr. in 4 steps (10 years)
Clerical	\$3.20-\$3.70/hr. in 4 steps (10 years)
<i>LAWRENCE SCHOOL DISTRICT, N. Y. (Cedarhurst)</i>	
Teacher aide; bus ma- tron; school monitor	\$2,215-\$4,115/yr. in 13 steps (includ- ing longevity in- crements at 15, 20, and 25 years)
<i>PORT WASHINGTON, N. Y.</i>	
Cafeteria; study hall; playground; bus duty; halls; clerical aide	\$2.25-\$2.90/hr. in 5 steps
Instructional aide	\$2,700-\$3,800/yr. in 5 steps
Teacher assistant	\$4,615/yr.

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
<u>Stratum V (Continued)</u>	
WHITE PLAINS, N. Y.	
Teacher aide	\$2.96-\$3.36/hr. in 5 steps
Lab assistant or teacher assistant:	
No college	\$4.81-\$5.21/hr. in 5 steps
One year of college	\$5.37-\$5.77/hr. in 5 steps
Two years of college	\$5.93-\$6.33/hr. in 5 steps
Teacher helper	\$5,650-\$7,684/yr. in 7 steps
SHAKER HEIGHTS, OHIO	
Library aide	\$341-\$478/month in 12 steps
SOUTH EUCLID-LYNDBURST CITY SCHOOLS, OHIO (Cleveland)	
Instructional aide:	
Less than bachelor's degree	\$2.30-\$3.05/hr. in 6 steps
Bachelor's degree	\$3.30-\$4.30/hr. in 6 steps
MT. LEBANON SCHOOL DISTRICT, PA. (Pittsburgh)	
Full-time aide:	
Class II	\$4,300-\$6,500/yr. in 10 steps
Class III	\$4,000-\$5,950/yr. in 10 steps
Hourly aide	\$1.80-\$2.50/hr. in 4 steps
Adaptive instructional aide	\$1.90-\$2.60/hr. in 4 steps

Stratum VI--Enrollments 3,000-5,999 (17 Systems)

MILLBRAE, CALIF.--Elementary School District	
Educational assistant	\$2.62-\$3.18/hr. in 5 steps
GLENBROOK HIGH SCHOOL DISTRICT, ILL. (Glenview)	
Professional	\$2.50-\$3.00/hr.

School system	Salaries scheduled
GLENVIEW, ILL.--Elementary School District	
Aide	\$2,800-\$3,300 in 6 merit steps
HIGHLAND PARK ELEMENTARY SCHOOL DISTRICT 108, ILL. (Highland Park)	
IPI clerk aide	\$2.00/hr.
Teacher aide	\$3,000/yr.
LA GRANGE ELEMENTARY SCHOOL DISTRICT 102, ILL. (La Grange Park)	
Clerical; health; library-clerk; lunch; playground aide	\$2.45-\$2.75/hr. in 4 steps
Instructional; library-instructional; special education aide	\$2.75-\$3.05/hr. in 4 steps
BELMONT, MASS.	
Professional aide:	
College graduate in education	\$7,939/yr.
College graduate in other field	\$6,510/yr.
Less than college degree	\$5,081/yr.
ALLEN PARK, MICH.	
Paraprofessional:	
Elementary	\$2.88/hr.
Special education	\$3.08/hr.
Secondary	\$3.10/hr.
OAK PARK, MICH.	
Teacher aide	\$4.00/hr.
RUTHERFORD, N. J.	
Paraprofessional	\$2.50/hr.
PELHAM, N. Y.	
Teacher aide	\$4,714-\$6,512/yr. in 9 steps
WANTAGH, N. Y.	
Cafeteria and playground teacher aide	\$2.00-\$2.50/hr. in 6 steps
Instructional aide	\$2.40-\$2.90/hr. in 6 steps

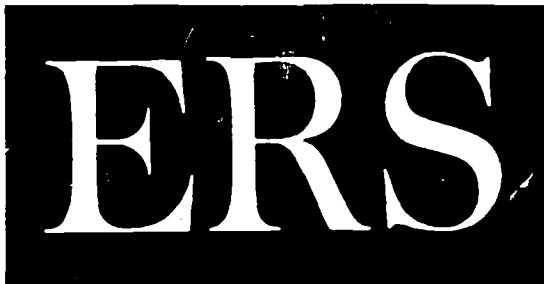
SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled	School system	Salaries scheduled
<u>Stratum VI (Continued)</u>		<u>Stratum VII--Smaller School Systems--Enrollments Less than 3,000 (16 Systems)</u>	
WESTBURY, N. Y.		BURLINGAME, CALIF.--Elementary School District	
Teacher aide, 6-hour day	\$2,730-\$3,890/yr. in 5 steps	Instructional aide	\$457-\$575/month in 5 steps
Teacher aide, 20-hour week	\$2.48-\$3.38/hr. in 5 steps	Library aide	\$491-\$620/month in 5 steps
School monitors (cafeteria, playground, bus)	\$2.38-\$3.06/hr. in 4 steps		NOTE: Longevity increments of 2-1/2% granted in 11th, 16th, and 21st years
Special education aide	\$2,780-\$3,940/yr. in 5 steps		
FAIRVIEW PARK, OHIO		WINNETKA, ILL.--Elementary School District	
Teacher aide	\$2.29-\$2.70/hr. in 6 steps	Kindergarten aide	\$2,600-\$3,200/yr. in 6 steps (+10% for full-time aide with two senior sections)
Library clerk:		Teacher aide	\$3,000-\$3,800/yr. in 6 steps
8-hour day	\$352-\$534/month in 10 steps		
7-hour day	\$308-\$467/month in 10 steps	CLAYTON, MO.	
Substitute	\$1.94-\$2.78/hr. in 7 steps	Teacher aide	\$23.00-\$26.50/day in 3 steps
Lunchroom aide (elementary)	\$2.20-\$2.62/hr. in 6 steps		
Student aide	\$1.60-\$1.80/hr. in 2 steps	ENGLEWOOD CLIFFS, N. J.--Elementary School District	
ROCKY RIVER, OHIO		Paraprofessional	1/2 rate at appropriate step on teachers' salary schedule
Paraprofessional	\$2.75/hr.		
WESTLAKE, OHIO		GLEN RIDGE, N. J.	
Supervision aide	\$387-\$515/month in 11 steps	Teacher aide	\$700/yr.
Teacher aide or library aide	\$392-\$546/month in 13 steps	MOUNTAIN LAKES, N. J.	
Part-time:		Paraprofessional	\$2.85/hr.
Supervision aide	\$2.46/hr.		
Teacher aide	\$2.46-\$2.81/hr. in 6 steps	MOUNTAINSIDE, N. J.--Elementary School District	
RADNOR TOWNSHIP, PA. (Wayne)		Paraprofessional	\$2.50-\$3.25/hr.
Paraprofessional	\$2.10-\$2.40/hr. in 3 steps	PARK RIDGE, N. J.	
WHITEFISH BAY, WIS.		Paraprofessional	\$2.50/hr.
Paraprofessional	\$2.75-\$3.25/hr.	WYCKOFF TOWNSHIP, N. J. (Wyckoff)--Elementary School District	
		Lunchroom, playground, noninstructional aide	\$2.55/hr.
		Instructional aide	\$3.80/hr.
		Student teacher	\$2.85/hr.

SALARIES OF TEACHER AIDES AND OTHER PARAPROFESSIONALS (Continued)

School system	Salaries scheduled
<i>Stratum VII (Continued)</i>	
ARDSLEY, N. Y. Paraprofessional	\$2.25-\$2.50/hr.
MANHASSET, N. Y. Teacher assistant	\$4.25-\$4.75/hr. in 3 steps
Classroom aide	\$3.75-\$4.25/hr. in 3 steps
School supervisory aide	\$3.75-\$4.25/hr. in 3 steps
Recreational aide	\$20/event
Laboratory aide	\$2.75-\$3.50/hr. in 3 steps
Community aide	\$5,000-\$8,100/yr. (\$5/hr.)
NEW HYDE PARK, N. Y. School monitor	\$2.65/hr.

School system	Salaries scheduled
PORT JEFFERSON, N. Y.	
Teacher aide: High school diploma	\$2.50-\$3.00/hr. in 3 steps
One year of college	\$3.00-\$3.50/hr. in 3 steps
Assistant teacher	\$3.00-\$3.75/hr. in 4 steps
BEXLEY SCHOOL DISTRICT, OHIO (Columbus)	
Teacher aide	\$5,600-\$6,670/yr. in 10 steps
Library aide	\$4,100-\$5,000/yr. in 10 steps
INDEPENDENCE, OHIO	
Paraprofessional	\$2.55/hr.
MARIEMONT SCHOOL DISTRICT, OHIO (Cincinnati)	
Paraprofessional	\$2.25-\$2.70/hr.



The EDUCATIONAL RESEARCH SERVICE, which has operated for nearly 50 years under the sponsorship of the American Association of School Administrators with the cooperation of the Research Division of the National Education Association, will be discontinued as of August 31, 1973. Beginning September 1, 1973, the new EDUCATIONAL RESEARCH SERVICE, INCORPORATED, will begin operation under the joint sponsorship of the American Association of School Administrators, the National Association of Elementary School Principals, the National Association of Secondary School Principals, and the National School Public Relations Association. ERS, Inc., will operate on a completely nonprofit and independent basis and will offer services specifically designed to meet the special needs of school administrators represented by these four organizations. It will provide essentially the same services as the former ERS, but services will be greatly expanded.

Subscription fees to the new service are accepted on an annual basis, with service beginning September 1, 1973. Membership is open to local school systems, intermediate school districts, state departments of education, state and local associations of school administrators, and university departments of education. The schedule of fees is as follows:

Local school systems:	
50,000 or more pupils	\$285
10,000 to 49,999 pupils	225
2,500 to 9,999 pupils	185
Less than 2,500 pupils	145
Regional service agencies--based on aggregate of enrollments of districts served (see above)	
Local associations of school administrators	145
State associations of school administrators	225
State departments of education	285
University departments of education--based on total enrollment of institution on given campus, according to local school system schedule of fees.	

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