

BPS SALARY GUIDE

For Teachers, Guidance Counselors, Student Development Counselors, Nurses, Social Workers, and Related Service Itinerants

1 Locate the Appropriate Salary Grid

Click [here](#) to access the salary grid.

- If you were hired into an Extended Learning Time School ([list here](#)), use the "ST5" salary grid.
- If you were hired at a different school, please use the "ST1" salary grid.

Please note, if you are hired at the Dever, UP Boston, UF Dorchester, or UP Holland, your salary will be determined and communicated to you by the school.



2 Find the Appropriate Salary Lane

Your educational background determines your salary lane, which are the horizontal columns on the salary grid.

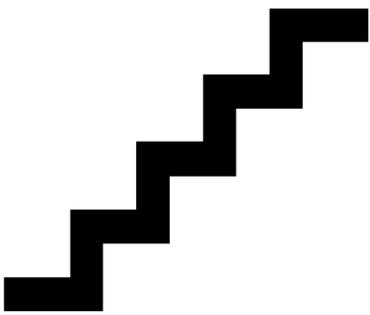
- If you hold a Master's degree, BPS will deduct 30 graduate credits toward the degree and apply additional credits to the next lane(s).
- For example, if your Master's degree was 47 credits, you would start in lane 4, Master's + 15 credits, and you'd have 2 credits toward lane 5.
- For continuing education credits (CEUs), 15 CEUs = 1 graduate credit.



3 Determine Your Step

Your step is determined by your experience level, and the different steps are shown in the horizontal rows on the salary grid. You may receive credit for internal or external experience, provided it meets the criteria below.

- **Inside Service:** Maximum 3 years of "inside service" credit will be granted in the following scenarios:
 - Prior BPS substitutes will advance one step for each 120 days worked per school year.
 - Prior BPS paraprofessionals will advance one step for every 3 years worked as a paraprofessional in the BPS district.
- **Outside Service:** Maximum 3 years of "outside service" credit will be granted with a valid Outside Service Letter from your previous district. The letter must be on official letterhead from your previous school district and state the following:
 - Dates of employment
 - Confirmation that you were full-time, working at least 160 days under contract
 - Confirmation of your State Dept. of Education license status (or service provider)



4 Additional Factors

Turnaround Schools: Turnaround Schools receive additional monies for additional hours of work, check with your school leader to determine the amount.

Pilot Schools: Pilot Schools receive additional monies for additional hours of work, check with your school leader to determine the amount.

Vocational Teachers: Vocational teacher salary will be confirmed after the welcome session.

International Degrees: See [list](#) of approved organizations that translate international transcripts to equivalent US degree and/or US credits.

FAQ: See here for [FAQ](#)

