



1324 Total Average Starting Salary by State

	DE Districts Salary	MD Border Districts Salary	PA Border Districts Salary
Service Para Step 1	\$28,220	\$20,473	\$21,715
Service Para Step 10	\$38,732	\$27,172	\$24,961**
Instructional Para Step 1	\$29,970	\$21,513	\$22,672
Instructional Para Step 10	\$41,192	\$28,211	\$24,961**

** only one district



1324 Overview

- Most are 10-month employees and work 185 days a year. In SY22-23:
 - 450 Service Paraprofessionals - provide support services other than instructional assistance.
 - 2,767 Instructional Paraprofessionals - provide instructional assistance to students.
- Currently, Instructional Paraprofessionals who have received an associate degree, completed a minimum of 60 semester credits or have successfully passed a comprehensive testing mechanism, receive an annual salary stipend supplement in the amount of \$662.
- In its report dated May 16, 2007, the previous Public Education Compensation Committee reviewed the status of Paraprofessional salaries and made several recommendations to provide competitive salaries.
 - Implementation of those recommendations began in Fiscal 2008 and completed in Fiscal 2016, with implementation being delayed between Fiscal 2009 and 2011 due to fiscal constraints.
 - During this time period, the Paraprofessional scale was collapsed from 24 to 10 steps, and they received salary increases ranging between 2% and 6% per year.
 - This was a 26.1% total increase between Fiscal 2008 and 2016 to Paraprofessional salaries state share.



1324 Proposed Recommendation (for FY25)

Proposed recommendations: 1% increase in FY25 for all

Increase Associate Degree and ParaPro Certification level stipend to \$1,000, and create Bachelor Degree level stipend of \$2,000

	Salary State Contribution with 3% General Increase (FY24)	Adjusted State Contribution with 1% Flat Increase (FY25)
Service Paraprofessional Step 1	\$23,835	\$24,073
Service Paraprofessional Step 10	\$33,577	\$33,913
Instructional Paraprofessional Step 1	\$26,822	\$27,090
Instructional Paraprofessional Step 10	\$37,991	\$38,371

Salary numbers only reflect state contribution.



1324 Recommendations - Cost to the State

Proposed recommendations: 1% increase in FY25 for all;

Increase Associate Degree and ParaPro Certification level stipend to \$1,000, and create Bachelor Degree level stipend of \$2,000

	Cost
1. Increase scale by 1.0%	\$1,367,086
2. Modify and expand education stipends	\$1,729,500

