

ADDITIONAL COMPENSATION AND PROFESSIONAL DEVELOPMENT RATES
CTA/CTB

September 1, 2023 - August 31, 2026

The following hourly rates apply to members for work outside of the contractual work day.

Description	Rates as of 9.1.23
A. Driver Education	\$25
B. Night School & Adult Education	\$30
C. Summer School Teachers	\$50
D. Evening School Principal	\$50
E. Summer School Principal	\$60
F. Before & After-school Tutoring, MCAS Prep, Learning Centers- Teachers	\$60
G. Site Coordinators	\$40
H. Music Teachers-Night/Weekend Rehearsals & Performances	\$30
I. Workshop Leader Rate	\$50
J. Workshop Participation Rate	\$40
K. Curriculum Development	\$40
L. Non-teaching/School Operations/Project Work	\$35

Workshop Participate & Leader Rates

The workshop participant rate applies to mandatory staff training under provisions of Article 5 B-5(A) and 5 B-5(B). A workshop leader may be compensated for up to two hours of planning for each hour of workshop delivery time, provided that such planning time occurs outside of the member's regular work day.

Curriculum Development Rate

The curriculum development rate applies to all unit members who perform curriculum development work outside of the school day which has been preapproved by the Superintendent or designed and that results in a written district curriculum that can be disseminated and used within the Cambridge School Department.

Upper School Club Advisors

Tier I Stipend: \$500 (five hundred dollars) per semester.

For clubs that run for a full year, the Tier I Stipend will be \$1,000 (one thousand dollars).

Tier 2 Stipend: \$1,000.00 (one thousand dollars) per semester for clubs involve weekend or night meetings and/or travel (outside of contractual day). For clubs that run for a full year, the Tier 2 Stipend will be \$2,000.00 (two thousand dollars).

No upper school clubs may meet during a teacher's duty-free lunch or preparation periods.

Elementary School Club Advisors

Effective September 1, 2023, elementary school club advisors will be paid \$40 per hour for club facilitation that occurs outside of the contractual day. Elementary club advisors may be compensated for up to 30 minutes planning time for every hour of student facing club time, provided that such planning time occurs outside the member's contractual day. Elementary school club advisors will be paid the club advisor hourly rate if club time occurs during the teacher's duty free lunch or prep period.

NOTE: Elementary teachers may be asked to support a "club" during the regular school day as part of their regular work schedule. When this does not impact the teacher's lunch or preparation period, this time is not compensated beyond the normal salary.

For Other Units and Non-union/Non-exempt Staff

Sept 1, 2023 through August 31, 2024

- Additional compensation rates are paid for work that is **outside** of normal work hours.
- Rates are hourly unless otherwise noted.

CEA UNIT D: Substitutes

Substitute Per Diem Rate (Sub. covering Teacher PD day)	\$173.21/day
Professional Development	\$25.00

CEA UNIT E: Paraprofessionals

Before & after school assignments	\$22.00 ⁴
Summer School Program Paraprofessional	\$25.00
Summer School Program Teacher	\$40.00
Mandatory Professional Development	\$20.00
Paraprofessional Substitute Teaching Daily Rate:	\$72.00/day

⁴**Blended Overtime Rate Requirements:** Work time in excess of 40 hours per week must be compensated as overtime using a blended overtime rate. The blended overtime rate is the weighted average of the individual's hourly regular salary and the \$22 per hour rate X 1.5. The Payroll Office will assist with the blended overtime rate calculation.

Clerks, Custodians, Family Liaisons, Non-union/non-exempt staff ⁵

Up to 40 Hours per week	Employee's regular hourly rate
Over 40 hours per week	Overtime rate (1.5 X hourly rate) ⁶

⁵**Non-union/non-exempt staff:** includes Technology Support Technicians, Hourly aides

⁶**Sundays and Holidays overtime:** paid at 2.0 X hourly rate for clerks and custodians.