



NEW PARAPROFESSIONAL (INSTRUCTIONAL ASSISTANT/EDUCATIONAL AIDE) COMPENSATION 2025-2026

Congratulations and Welcome to the Cleveland Metropolitan School District!

Per the Agreement between the Cleveland Metropolitan School District and the Cleveland Teachers Union, you will be placed on the 2025-2026 salary schedule for Instructional Assistants/Educational Aides. The minimum salary on this salary schedule for a full-time Instructional Assistant/Educational Aide is \$32,823.00. You will be paid on a semi-monthly basis. Therefore, your semi-monthly gross pay will be calculated by dividing your salary by 24 equal paychecks. Any ten-month salaried employee who is appointed into their position after the usual first day of work for the position is considered a late-start employee and will not receive paychecks throughout the entire summer. Late-start employees are audited by the Payroll Division staff during April and May. Affected employees will receive an audit which will identify the date and exact amount of their final paycheck.

The following are taken into consideration when determining instructional assistant/educational aide base salaries:

- The partial salary schedule identified below; and
- Official, unopened transcript(s) from an accredited college or university received by Compensation reflecting either 48 or 96 **earned quarter** hours. Semester hours will be converted to quarter hours.

Salary Level *	Annual Salary for 185 Day Non-Extended Instructional Assistant or Educational Aide	48 Quarter Hours	96 Quarter Hours
1	\$32,823.00	\$33,595.00	\$34,366.00
2	\$34,099.00	\$34,875.00	\$35,648.00
3	\$35,375.00	\$36,153.00	\$36,931.00
4	\$36,653.00	\$37,434.00	\$38,215.00
5	\$37,930.00	\$38,714.00	\$39,498.00
6	\$39,207.00	\$39,994.00	\$40,781.00
*_**			

* The salary schedule for instructional assistants and educational aides continues through Level 17.

** For every three (3) years of relevant experience in a school district/institution, you will be given one (1) level of credit.

You shall be granted sixty (60) working days from your effective date of employment as an instructional assistant or educational aide to provide transcripts as described above in order to receive a salary adjustment retroactive to your date of hire.