NEW PARAPROFESSIONAL (INSTRUCTIONAL AIDE/PLANNING CENTER INSTRUCTIONAL AIDE (PCIA)/COMMUNITY, COLLEGE AND CAREER CENTER COORDINATOR) 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 an Instructional Aide, a Planning Center Instructional Aide (PCIA) and a Community, College, and Career Center Coordinator (Quint C). The minimum salary on this salary schedule for these positions is $40,502.00. 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 partial salary schedule below is used when determining the compensation for new Instructional Aides, PCIA's and Quint C's.

Salary Level *	Annual Salary for 185 Day Non-Extended Instructional Aide/PCIA/CCC
1	$40,502.00
2	$41,440.00
3	$42,376.00
4	$43,312.00
5	$44,248.00
6	$45,185.00
*-**	

* The salary schedule for Instructional Aides/PCIA's and Quint C's continues through Level 17.
** For every three (3) years of relevant paraprofessional 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 higher salary adjustment retroactive to your date of hire.

We wish you success as you begin a rewarding career in our District.