

# Paraprofessional Salary Schedule 2021-22

193

193 Work Days

1/2 Step Increase plus 2% to Steps 5, L1 and L2

Step	Hourly Rate	Annual Salary 8 hours	Annual Salary 7.5 Hours	Annual Salary 7 hours	Annual Salary 6.7 hours	Annual Salary 6.5 hours
<b>Group 3 - Classification C-D-E</b>						
1	14.36	\$ 22,171.84	\$ 20,786.10	\$ 19,400.36	\$ 18,568.92	\$ 18,014.62
2	14.80	\$ 22,851.20	\$ 21,423.00	\$ 19,994.80	\$ 19,137.88	\$ 18,566.60
3	15.22	\$ 23,499.68	\$ 22,030.95	\$ 20,562.22	\$ 19,680.98	\$ 19,093.49
4	15.69	\$ 24,225.36	\$ 22,711.28	\$ 21,197.19	\$ 20,288.74	\$ 19,683.11
5	17.08	\$ 26,376.72	\$ 24,728.18	\$ 23,079.63	\$ 22,090.50	\$ 21,431.09
L-1	17.25	\$ 26,633.74	\$ 24,969.13	\$ 23,304.52	\$ 22,305.76	\$ 21,639.91
L-2	17.43	\$ 26,906.82	\$ 25,225.15	\$ 23,543.47	\$ 22,534.47	\$ 21,861.80
<b>Group 2 Premium Pay - Classification C1,C2,D2,D3 or Group 2 - Classification F, G</b>						
1	15.45	\$ 23,854.80	\$ 22,363.88	\$ 20,872.95	\$ 19,978.40	\$ 19,382.03
2	15.94	\$ 24,611.36	\$ 23,073.15	\$ 21,534.94	\$ 20,612.01	\$ 19,996.73
3	16.39	\$ 25,306.16	\$ 23,724.53	\$ 22,142.89	\$ 21,193.91	\$ 20,561.26
4	16.87	\$ 26,047.28	\$ 24,419.33	\$ 22,791.37	\$ 21,814.60	\$ 21,163.42
5	18.53	\$ 28,609.59	\$ 26,821.49	\$ 25,033.39	\$ 23,960.53	\$ 23,245.29
L-1	18.72	\$ 28,898.73	\$ 27,092.56	\$ 25,286.39	\$ 24,202.69	\$ 23,480.22
L-2	18.90	\$ 29,187.88	\$ 27,363.64	\$ 25,539.40	\$ 24,444.85	\$ 23,715.15
<b>Group 1 - Premium Pay - Classification D1 or Group 1 - Classifications H,I,J,K,L,M,N,O,P</b>						
1	17.65	\$ 27,251.60	\$ 25,548.38	\$ 23,845.15	\$ 22,823.22	\$ 22,141.93
2	18.16	\$ 28,039.04	\$ 26,286.60	\$ 24,534.16	\$ 23,482.70	\$ 22,781.72
3	18.70	\$ 28,872.80	\$ 27,068.25	\$ 25,263.70	\$ 24,180.97	\$ 23,459.15
4	19.26	\$ 29,737.44	\$ 27,878.85	\$ 26,020.26	\$ 24,905.11	\$ 24,161.67
5	20.95	\$ 32,352.44	\$ 30,330.42	\$ 28,308.39	\$ 27,095.17	\$ 26,286.36
L-1	21.16	\$ 32,673.72	\$ 30,631.61	\$ 28,589.51	\$ 27,364.24	\$ 26,547.40
L-2	21.37	\$ 32,995.00	\$ 30,932.81	\$ 28,870.62	\$ 27,633.31	\$ 26,808.43

**LONGEVITY:**

**L1: 1% higher than Step 5 for Paraeducators with 6 or more years of experience, (calculated from seniority date) in Ann Arbor by 9/30; and 1 % higher than Step 3 for Childcare workers with 4 or more years of experience (calculated from seniority date) in Ann Arbor by 9/30.**

**L2: 2% higher than Step 5 for Paraeducators with 8 or more years of experience, (calculated from seniority date) in Ann Arbor by 9/30; and 2% higher than Step 3 for Childcare workers with 6 or more years of experience (calculated from seniority date) in Ann Arbor by 9/30).**

**APPENDIX C**

**AAEAP CLASSIFICATIONS**

- A School Age Child Care (SACC)**
  - 1. Child Care Assistant
  - 2. Child Care Group Leaders/Supervisors
  - 3. Child Care Special Needs Assistant
- C General Education Assistant\***
  - 1\*\* Regular Ed Preschool Assistant
  - 2\*\* Site-based Assistant
  - Elementary Classroom Assistant
  - Headstart Assistant
  - Title I Assistant\*
  - ADA Assistant
  - Childcare Assistant (Pathways)
- D Special Education Assistant**
  - 1\*\* Special Education EI/EMI/POHI Self Contained Unified Studies, Preschool, AEA
  - 2\*\* Hearing Impaired Assistant
  - 3\*\* Special Education K-2
  - Special Education Assistant
- E ESL Assistant**
- F Middle School Building Assistant**
- G VocEd Assistant**
- H Career Resource**
- I Registered Behavior Technician**
- J Community Assistant**
- K Theater Technician**
- L Hearing Impaired Interpreter/Visually Impaired Interpreter**
- M Headstart Lead Teacher**
- N Family Service Worker**
- O Program Director Infant/Childcare**
- P Early-on Family Service Coordinator**

All employees in each classification may be expected to perform any and all duties of each position within that classification.

\* Title I Assistants are required to be Highly Qualified

\*\* Employees hired before June 9, 2004 may be eligible for premium pay

**SACC (School Aged Childcare)**  
**2021-2022 Salary Schedule - Appendix A**

1/2 Step Increase plus 2% to Steps 5, L1 and L2

**Childcare Assistants - Classification A**

Step	Rate/Hr	Hours/Day	Days
1	10.94	varies	193
2	11.47	varies	193
3	12.26	varies	193
L-1	12.88	varies	193
L-2	13.02	varies	193

**Childcare Supervisors - Classification A**

Step	Rate/Hr	Hours/Day	Days
1	14.19	varies	193
2	14.88	varies	193
3	15.65	varies	193
4	16.69	varies	193
L-1	17.54	varies	193
L-2	17.72	varies	193

**SACC - Special Needs Assistant**

Step	Rate/Hr	Hours/Day	Days
1	13.00	varies	193
2	13.39	varies	193
3	13.79	varies	193
4	14.20	varies	193
5	15.22	varies	193
L-1	15.37	varies	193
L-2	15.52	varies	193