

Paraprofessional Salary Schedule 2023-24

193 Work Days

1 Step Increase and 2% increase to salary table

Step	Hourly Rate	Annual Salary			
		8 hours	Annual Salary 7.5 Hours	Annual Salary 7 hours	Annual Salary 6.7 hours
Group 3 - Classification C-D-E					
1	16.83	\$ 25,985.52	\$ 24,361.43	\$ 22,737.33	\$ 21,762.87
2	16.96	\$ 26,186.24	\$ 24,549.60	\$ 22,912.96	\$ 21,930.98
3	17.11	\$ 26,417.84	\$ 24,766.73	\$ 23,115.61	\$ 22,124.94
4	17.24	\$ 26,618.56	\$ 24,954.90	\$ 23,291.24	\$ 22,293.04
5	18.53	\$ 28,610.32	\$ 26,822.18	\$ 25,034.03	\$ 23,961.14
L-1	18.72	\$ 28,896.42	\$ 27,090.40	\$ 25,284.37	\$ 24,200.75
L-2	18.90	\$ 29,182.53	\$ 27,358.62	\$ 25,534.71	\$ 24,440.37
L-3	19.64	\$ 30,326.94	\$ 28,431.51	\$ 26,536.07	\$ 25,398.81
Group 2 Premium Pay - Classification C1,C2,D2,D3 or Group 2 - Classification F					
1	17.39	\$ 26,850.16	\$ 25,172.03	\$ 23,493.89	\$ 22,487.01
2	17.51	\$ 27,035.44	\$ 25,345.73	\$ 23,656.01	\$ 22,642.18
3	17.65	\$ 27,251.60	\$ 25,548.38	\$ 23,845.15	\$ 22,823.22
4	17.81	\$ 27,498.64	\$ 25,779.98	\$ 24,061.31	\$ 23,030.11
5	19.56	\$ 30,200.64	\$ 28,313.10	\$ 26,425.56	\$ 25,293.04
L-1	19.76	\$ 30,502.65	\$ 28,596.23	\$ 26,689.82	\$ 25,545.97
L-2	19.95	\$ 30,804.65	\$ 28,879.36	\$ 26,954.07	\$ 25,798.90
L-3	20.73	\$ 32,012.68	\$ 30,011.89	\$ 28,011.09	\$ 26,810.62
Group 1 - Premium Pay - Classification D1 or Group 1 - Classifications G,H,I,J,K,L,M,N,O,P					
1	19.64	\$ 30,324.16	\$ 28,428.90	\$ 26,533.64	\$ 25,396.48
2	19.78	\$ 30,540.32	\$ 28,631.55	\$ 26,722.78	\$ 25,577.52
3	19.92	\$ 30,756.48	\$ 28,834.20	\$ 26,911.92	\$ 25,758.55
4	20.33	\$ 31,389.52	\$ 29,427.68	\$ 27,465.83	\$ 26,288.72
5	22.01	\$ 33,983.44	\$ 31,859.48	\$ 29,735.51	\$ 28,461.13
L-1	22.23	\$ 34,323.27	\$ 32,178.07	\$ 30,032.87	\$ 28,745.74
L-2	22.45	\$ 34,663.11	\$ 32,496.66	\$ 30,330.22	\$ 29,030.35
L-3	23.33	\$ 36,022.45	\$ 33,771.04	\$ 31,519.64	\$ 30,168.80

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.

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.

L3: 6% higher than Step 5 for Paraeducators with 10 or more years of experience (calculated from seniority date) in Ann Arbor by 9/30.

APPENDIX C

AAEA/P 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 EL/EMI/POHI Self Contained Unified Studies, Preschool, ABA
 - 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

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SACC (School Aged Childcare)
2023-24 Salary Schedule - Appendix A

1 Step Advancement and 2% increase to salary table

Childcare Assistants - Classification A

Step	Rate/Hr	Hours/Day	Days
1	16.83	varies	193
2	17.09	varies	193
3	17.34	varies	193
4	17.60	varies	193
5	18.47	varies	193
L-1	18.66	varies	193
L-2	18.84	varies	193
L-3	19.58	varies	193

Childcare Supervisors - Classification A

Step	Rate/Hr	Hours/Day	Days
1	17.85	varies	193
2	18.11	varies	193
3	18.36	varies	193
4	18.62	varies	193
5	19.54	varies	193
L-1	19.74	varies	193
L-2	19.94	varies	193
L-3	20.72	varies	193

SACC - Special Needs Assistant

Step	Rate/Hr	Hours/Day	Days
1	17.09	varies	193
2	17.34	varies	193
3	17.60	varies	193
4	17.85	varies	193
5	18.75	varies	193
L-1	18.94	varies	193
L-2	19.12	varies	193
L-3	19.87	varies	193