

SCHEDULE A HOURLY STAFF COMPENSATION

2021-2022

All hourly employees shall receive a 3% increase to their 2020-21 total hourly compensation.

The hourly scale below is used for initial placement for new hires; there is no movement on the hourly scale for current employees.

Hourly Scale	1	2	3	4	5	6	7
Secretary/Receptionist	\$12.50	\$12.95	\$13.45	\$14.00	\$14.60	\$15.25	\$15.95
Administrative Associate	\$14.00	\$14.50	\$15.00	\$15.55	\$16.15	\$16.75	\$17.35
Executive Secretary	\$15.60	\$16.36	\$17.12	\$17.87	\$18.63	\$19.39	\$20.65
Paraeducator	\$12.00	\$12.55	\$13.05	\$13.60	\$14.25	\$15.00	\$15.75
Deaf/Hearing Impaired Technician	\$13.50	\$14.06	\$14.65	\$15.26	\$15.90	\$17.07	
Custodian	\$12.50	\$13.20	\$13.90	\$14.60	\$15.35	\$16.00	
Building Custodian	\$13.25	\$14.00	\$14.75	\$15.50	\$16.25	\$17.00	
Maintenance Technician	\$20.50	\$21.15	\$21.85	\$22.55	\$23.30	\$24.05	
Aquatic Coordinator	\$19.81	\$20.35	\$20.90	\$21.44	\$21.98	\$23.03	
COTA, PTA, Audiology Assistant, Behavior Interventionist, Low Incidence Interventionist	\$20.35	\$20.90	\$21.44	\$21.98	\$22.53	\$23.90	
Early College/Career Coordinator	\$17.00	\$18.10	\$18.70	\$19.30	\$19.90	\$20.50	

1. Secretary/Receptionist, Administrative Associate:

- a. Associates degree and/or 60 credit hours earns additional \$1.00 per hour.

2. Executive Secretary:

- a. Bachelor's degree required. Assigned to the Assistant Superintendent of Instructional Services.

3. Paraeducator:

- a. Associates degree and/or 60 credit hours earns additional \$1.00 per hour.
- b. Longevity earns additional \$.50 per hour with five (5) years or more of service with Employer and an additional \$.50 per hour with ten (10) years or more of service with Employer.
- c. A one-time off-schedule payment of \$300 will be made on the last payroll in June 2022 to actively employed Paraeducators who are CPI certified.

4. Custodian/Maintenance:

- a. Additional \$1.00 per hour if the person holds a license in plumbing, electrical, HVAC, and/or pool certification (could receive a maximum of \$3.00 per hour). In order to receive the additional compensation, the position must require the certification.

5. Early College/Career Coordinator:

- a. Bachelor's degree earns an additional \$1.00 per hour.

6. All Hourly Staff (except Paraeducators):

- a. Longevity earns an additional \$.50 per hour with ten (10) years or more of service with Employer.

7. Audiology Assistant:

- a. Additional \$1.00 per hour if the person holds a certificate in American Sign Language.

8. Any Hourly Staff hired during the 2020-2021 school year will be automatically adjusted to the revised, corresponding 2021-22 Hourly Scale.

SCHEDULE B SALARIED STAFF COMPENSATION

For 2021-22, any salaried employee, who was hired January 2017 or prior, as a salaried employee, shall be eligible for up to a 5% maximum added to their 2020-2021 total compensation. All other salaried employees shall receive a 2% increase to their 2020-2021 total compensation.

Any salaried employee, who was hired January 2017 or prior, as a salaried employee, shall receive a \$1000 one time longevity payment the first pay in December 2021.

Salaried Employees who earn a Master's degree shall receive a \$1,250 increase to their current base compensation. This adjustment can occur at two (2) times throughout the year: either (1) at the beginning of the contract year OR (2) at the start of the semester in January. Proof of completion must be provided to Human Resources on or before these two dates.

In order to comply with MCL 388.1764h, the Board will adopt policies to comply with this provision and communicate the details of these policies to all eligible employees before they take effect.

The salary scale below is used for initial placement for new hires; there is no movement on the salary scale for current employees.

Salary Scale	BA	BA+18	MA
1	\$36,000	\$37,500	\$38,500
2	\$37,300	\$38,500	\$39,800
3	\$38,600	\$40,000	\$41,200
4	\$39,900	\$41,500	\$42,600
5	\$41,500	\$43,000	\$45,000
6	\$43,800	\$45,300	\$47,500
7	\$46,200	\$47,800	\$50,000
8	\$48,700	\$50,300	\$52,500
9	\$51,400	\$53,000	\$55,000
10	\$53,000	\$55,700	\$57,500
11	\$55,100	\$58,000	\$60,000
12	\$57,300	\$60,400	\$62,500
13	\$59,600	\$62,600	\$65,000
14	\$62,000	\$65,000	\$67,500
15	\$64,000	\$66,600	\$70,000
15+	\$66,000	\$69,000	\$72,500