

Tier I					22/23	23/24	24/25	24/25
				22/23	3%	3%		
			2021-22	Reconfigur ed/New				
Bus Driver								
New Hire			\$17.97	\$18.61	\$19.17	\$19.74	\$0.65	\$20.39
Step 1			\$18.61	\$19.25	\$19.83	\$20.42	\$0.67	\$21.09
Step 2			\$19.25	\$19.93	\$20.53	\$21.14	\$0.70	\$21.84
Step 3			\$19.93	\$20.62	\$21.24	\$21.88	\$0.72	\$22.60
Step 4			\$20.62	\$21.36	\$22.00	\$22.66	\$0.75	\$23.41
Step 5			\$21.36	\$22.11	\$22.77	\$23.45	\$0.77	\$24.22
Head Custodian								
New Hire			\$17.33	\$17.96	\$18.50	\$19.05	\$0.63	\$19.68
Step 1			\$17.96	\$18.58	\$19.14	\$19.71	\$0.65	\$20.36
Step 2			\$18.58	\$19.23	\$19.81	\$20.40	\$0.67	\$21.07
Step 3			\$19.23	\$19.91	\$20.51	\$21.12	\$0.70	\$21.82
Step 4			\$19.91	\$20.59	\$21.21	\$21.84	\$0.72	\$22.56
Step 5			\$20.59	\$21.32	\$21.96	\$22.62	\$0.75	\$23.37
Step 6			\$21.32	\$22.06	\$22.72	\$23.40	\$0.77	\$24.17
Step 7			\$22.06	\$22.83	\$23.51	\$24.22	\$0.80	\$25.02
Step 8			\$22.83	\$23.64	\$24.35	\$25.08	\$0.83	\$25.91
Step 9			\$23.64	\$24.46	\$25.19	\$25.95	\$0.86	\$26.81
Step 10			\$24.46	\$25.32	\$26.08	\$26.86	\$0.89	\$27.75
Custodian								
New Hire			\$16.29	\$16.88	\$17.39	\$17.91	\$0.59	\$18.50
Step 1			\$16.88	\$17.46	\$17.81	\$18.17	\$0.60	\$18.77
Step 2			\$17.46	\$18.07	\$18.43	\$18.80	\$0.62	\$19.42
Step 3			\$18.07	\$18.70	\$19.07	\$19.46	\$0.64	\$20.10
Step 4			\$18.70	\$19.35	\$19.74	\$20.13	\$0.66	\$20.79
Step 5			\$19.35	\$20.03	\$20.43	\$20.84	\$0.69	\$21.53
Step 6			\$20.03	\$20.73	\$21.14	\$21.57	\$0.71	\$22.28
Step 7			\$20.73	\$21.45	\$21.88	\$22.32	\$0.74	\$23.06
Step 8			\$21.45	\$22.21	\$22.65	\$23.11	\$0.76	\$23.87
Step 9			\$22.21	\$22.99	\$23.45	\$23.92	\$0.79	\$24.71
Step 10			\$22.99	\$23.79	\$24.27	\$24.40	\$0.81	\$25.21
Administrative Assistant								
New Hire			\$15.49	\$16.13	\$16.61	\$17.11	\$0.56	\$17.67
Step 1			\$16.13	\$16.75	\$17.25	\$17.77	\$0.59	\$18.36
Step 2			\$16.75	\$17.43	\$17.95	\$18.49	\$0.61	\$19.10
Step 3			\$17.43	\$18.11	\$18.65	\$19.21	\$0.63	\$19.84
Step 4			\$18.11	\$18.84	\$19.41	\$19.99	\$0.66	\$20.65
Step 5			\$18.84	\$19.62	\$20.21	\$20.81	\$0.69	\$21.50
Step 6			\$19.62	\$20.41	\$21.02	\$21.65	\$0.71	\$22.36
Step 7			\$20.41	\$21.20	\$21.84	\$22.49	\$0.74	\$23.23
Step 8			\$21.20	\$22.06	\$22.72	\$23.40	\$0.77	\$24.17
Step 9			\$22.06	\$22.96	\$23.65	\$24.36	\$0.80	\$25.16

Step 10			\$22.96	\$23.89	\$24.61	\$25.34	\$0.84	\$26.18
Clerk								
New Hire			\$13.52	\$14.05	\$14.47	\$14.91	\$0.49	\$15.40
Step 1			\$14.05	\$14.63	\$15.07	\$15.52	\$0.51	\$16.03
Step 2			\$14.63	\$15.20	\$15.66	\$16.13	\$0.53	\$16.66
Step 3			\$15.20	\$15.80	\$16.27	\$16.76	\$0.55	\$17.31
Step 4			\$15.80	\$16.43	\$16.92	\$17.43	\$0.58	\$18.01
Step 5			\$16.43	\$17.11	\$17.62	\$18.15	\$0.60	\$18.75
Step 6			\$17.11	\$17.78	\$18.31	\$18.86	\$0.62	\$19.48
Step 7			\$17.78	\$18.50	\$19.06	\$19.63	\$0.65	\$20.28
Step 8			\$18.50	\$19.23	\$19.81	\$20.40	\$0.67	\$21.07
Step 9			\$19.23	\$20.01	\$20.61	\$21.23	\$0.70	\$21.93
Step 10			\$20.01	\$20.81	\$21.43	\$22.08	\$0.73	\$22.81
ISS								
New Hire			\$12.32	\$13.11	\$13.50	\$13.91	\$0.46	\$14.37
Step 1			\$13.11	\$13.31	\$13.71	\$14.12	\$0.47	\$14.59
Step 2			\$13.31	\$13.86	\$14.28	\$14.70	\$0.49	\$15.19
Step 3			\$13.86	\$14.40	\$14.83	\$15.28	\$0.50	\$15.78
Step 4			\$14.40	\$14.97	\$15.42	\$15.88	\$0.52	\$16.40
Step 5			\$14.97	\$15.60	\$16.07	\$16.55	\$0.55	\$17.10
Step 6			\$15.60	\$16.22	\$16.71	\$17.21	\$0.57	\$17.78
Step 7			\$16.22	\$16.85	\$17.36	\$17.88	\$0.59	\$18.47
Step 8			\$16.85	\$17.55	\$18.08	\$18.62	\$0.61	\$19.23
Step 9			\$17.55	\$18.23	\$18.78	\$19.34	\$0.64	\$19.98
Step 10			\$18.23	\$18.96	\$19.53	\$20.11	\$0.66	\$20.77
Teacher Assistant/Intensive Support				NEW				
New Hire			\$11.21		\$15.02	\$15.47	\$0.51	\$15.98
Step 1			\$11.66		\$15.62	\$16.09	\$0.53	\$16.62
Step 2			\$12.11		\$16.23	\$16.71	\$0.55	\$17.26
Step 3			\$12.60		\$16.88	\$17.39	\$0.57	\$17.96
Step 4			\$13.12		\$17.58	\$18.11	\$0.60	\$18.71
Step 5			\$13.65		\$18.29	\$18.84	\$0.62	\$19.46
Step 6			\$14.19		\$19.01	\$19.59	\$0.65	\$20.24
Step 7			\$14.76		\$19.78	\$20.37	\$0.67	\$21.04
Step 8			\$15.34		\$20.56	\$21.17	\$0.70	\$21.87
Step 9			\$15.95		\$21.37	\$22.01	\$0.73	\$22.74
Step 10			\$16.59		\$22.23	\$22.90	\$0.76	\$23.66
Teacher Assistant/Health Care Assistant								
New Hire			\$11.21	NEW	\$13.63	\$14.04	\$0.46	\$14.50
Step 1			\$11.66		\$14.18	\$14.60	\$0.48	\$15.08
Step 2			\$12.11		\$14.74	\$15.18	\$0.50	\$15.68
Step 3			\$12.60		\$15.33	\$15.79	\$0.52	\$16.31

Step 4			\$13.12		\$15.95	\$16.42	\$0.54	\$16.96
Step 5			\$13.65		\$16.58	\$17.08	\$0.56	\$17.64
Step 6			\$14.19		\$17.25	\$17.76	\$0.59	\$18.35
Step 7			\$14.76		\$17.94	\$18.47	\$0.61	\$19.08
Step 8			\$15.34		\$18.65	\$19.21	\$0.63	\$19.84
Step 9			\$15.95		\$19.40	\$19.98	\$0.66	\$20.64
Step 10			\$16.59		\$20.18	\$20.78	\$0.69	\$21.47
Teacher Assistant/RTI				NEW				
New Hire			\$11.21		\$12.24	\$12.61	\$0.42	\$13.03
Step 1			\$11.66		\$12.61	\$12.99	\$0.43	\$13.42
Step 2			\$12.11		\$12.99	\$13.37	\$0.44	\$13.81
Step 3			\$12.60		\$13.37	\$13.78	\$0.45	\$14.23
Step 4			\$13.12		\$13.78	\$14.19	\$0.47	\$14.66
Step 5			\$13.65		\$14.19	\$14.62	\$0.48	\$15.10
Step 6			\$14.19		\$14.62	\$15.05	\$0.50	\$15.55
Step 7			\$14.76		\$15.05	\$15.51	\$0.51	\$16.02
Step 8			\$15.34		\$15.51	\$15.97	\$0.53	\$16.50
Step 9			\$15.95		\$15.97	\$16.45	\$0.54	\$16.99
Step 10			\$16.59		\$16.45	\$16.94	\$0.56	\$17.50
Instruction Tech								
New Hire			\$13.51	\$14.03	\$14.45	\$14.88	\$0.49	\$15.37
Step 1			\$14.03	\$14.61	\$15.05	\$15.50	\$0.51	\$16.01
Step 2			\$14.61	\$15.19	\$15.65	\$16.12	\$0.53	\$16.65
Step 3			\$15.19	\$15.78	\$16.25	\$16.74	\$0.55	\$17.29
Step 4			\$15.78	\$16.42	\$16.91	\$17.42	\$0.57	\$17.99
Step 5			\$16.42	\$17.06	\$17.57	\$18.10	\$0.60	\$18.70
Step 6			\$17.06	\$17.77	\$18.30	\$18.85	\$0.62	\$19.47
Step 7			\$17.77	\$18.48	\$19.03	\$19.61	\$0.65	\$20.26
Step 8			\$18.48	\$19.21	\$19.79	\$20.38	\$0.67	\$21.05
Step 9			\$19.21	\$19.97	\$20.57	\$21.19	\$0.70	\$21.89
Step 10			\$19.97	\$20.57	\$21.19	\$21.82	\$0.72	\$22.54
Special Skills Assistant								
New Hire			\$13.41	\$13.94	\$14.36	\$14.79	\$0.49	\$15.28
Step 1			\$13.94	\$14.52	\$14.96	\$15.40	\$0.51	\$15.91
Step 2			\$14.52	\$15.10	\$15.55	\$16.02	\$0.53	\$16.55
Step 3			\$15.10	\$15.71	\$16.18	\$16.67	\$0.55	\$17.22
Step 4			\$15.71	\$16.33	\$16.82	\$17.32	\$0.57	\$17.89
Step 5			\$16.33	\$17.00	\$17.51	\$18.04	\$0.60	\$18.64
Step 6			\$17.00	\$17.67	\$18.20	\$18.75	\$0.62	\$19.37
Step 7			\$17.67	\$18.36	\$18.91	\$19.48	\$0.64	\$20.12
Step 8			\$18.36	\$19.10	\$19.67	\$20.26	\$0.67	\$20.93
Step 9			\$19.10	\$19.87	\$20.47	\$21.08	\$0.70	\$21.78
Step 10			\$19.87	\$20.66	\$21.28	\$21.92	\$0.72	\$22.64
Student Supervisor								
New Hire			\$10.26		\$11.20	\$11.54	\$0.38	\$11.92

Step 1			\$10.67		\$11.67	\$12.02	\$0.40	\$12.42
Step 2			\$11.11		\$12.14	\$12.50	\$0.41	\$12.91
Step 3			\$11.56		\$12.60	\$12.98	\$0.43	\$13.41
Step 4			\$12.00		\$13.10	\$13.50	\$0.45	\$13.95
Step 5			\$12.48		\$13.64	\$14.05	\$0.46	\$14.51
Step 6			\$12.99		\$14.19	\$14.61	\$0.48	\$15.09
Step 7			\$13.51		\$14.75	\$15.20	\$0.50	\$15.70
Step 8			\$14.05		\$15.35	\$15.81	\$0.52	\$16.33
Step 9			\$14.62		\$15.95	\$16.43	\$0.54	\$16.97
Step 10			\$15.19		\$16.59	\$17.09	\$0.56	\$17.65
First Cook								
New Hire			\$13.29	NEW	\$14.09	\$14.51	\$0.48	\$14.99
Step 1			\$13.56		\$14.37	\$14.80	\$0.49	\$15.29
Step 2			\$13.82		\$14.65	\$15.09	\$0.50	\$15.59
Step 3			\$14.11		\$14.96	\$15.41	\$0.51	\$15.92
Step 4			\$14.39		\$15.25	\$15.71	\$0.52	\$16.23
Step 5			\$14.67		\$15.55	\$16.02	\$0.53	\$16.55
Step 6			\$14.96		\$15.86	\$16.33	\$0.54	\$16.87
Step 7			\$15.25		\$16.17	\$16.65	\$0.55	\$17.20
Step 8			\$15.59		\$16.53	\$17.02	\$0.56	\$17.58
Step 9			\$15.88		\$16.83	\$17.34	\$0.57	\$17.91
Step 10			\$16.20		\$17.17	\$17.69	\$0.58	\$18.27
Second Cook				NEW				
New Hire			\$12.77		\$13.54	\$13.94	\$0.46	\$14.40
Step 1			\$13.03		\$13.81	\$14.23	\$0.47	\$14.70
Step 2			\$13.29		\$14.09	\$14.51	\$0.48	\$14.99
Step 3			\$13.56		\$14.37	\$14.80	\$0.49	\$15.29
Step 4			\$13.82		\$14.65	\$15.09	\$0.50	\$15.59
Step 5			\$14.11		\$14.96	\$15.41	\$0.51	\$15.92
Step 6			\$14.39		\$15.25	\$15.71	\$0.52	\$16.23
Step 7			\$14.67		\$15.55	\$16.02	\$0.53	\$16.55
Step 8			\$14.96		\$15.86	\$16.33	\$0.54	\$16.87
Step 9			\$15.25		\$16.17	\$16.65	\$0.55	\$17.20
Step 10			\$15.59		\$16.53	\$17.02	\$0.56	\$17.58
Food Service/Driver								
New Hire			\$12.30	NEW	\$13.28	\$13.68	\$0.45	\$14.13
Step 1			\$12.53		\$13.54	\$13.94	\$0.46	\$14.40
Step 2			\$12.77		\$13.81	\$14.23	\$0.47	\$14.70
Step 3			\$13.03		\$14.10	\$14.52	\$0.48	\$15.00
Step 4			\$13.30		\$14.38	\$14.82	\$0.49	\$15.31
Step 5			\$13.57		\$14.66	\$15.10	\$0.50	\$15.60
Step 6			\$13.83		\$14.96	\$15.41	\$0.51	\$15.92
Step 7			\$14.11		\$15.25	\$15.71	\$0.52	\$16.23
Step 8			\$14.39		\$15.56	\$16.03	\$0.53	\$16.56
Step 9			\$14.68		\$15.87	\$16.34	\$0.54	\$16.88
Step 10			\$14.97		\$16.19	\$16.67	\$0.55	\$17.22

Interpreter								
Certified			\$26.82		\$26.82	\$26.82	\$0.89	\$27.71
Non-Certified			\$17.00		\$17.00	\$17.00	\$0.56	\$17.56

Note: Interpreters who are not certified as defined in the Michigan Compiled Laws and known as the Deaf Persons' Interpreter Act (RID/NAD) shall be paid at a lower rate of \$17.00 per hour until that person becomes certified.

Longevity								
After 10 Years of Service			\$550.00					
After 15 Years of Service			\$700.00					
After 20 Years of Service			\$850.00					
After 25 Years of Service			\$1,000.00					

TIER II							
					2022-23	2023-24	2024-25
Custodial					7.75%	7.75%	Eliminate
Step New Hire			\$14.26	\$14.26	\$15.37	\$16.56	Tier II
Step 1			\$14.39	\$14.39	\$15.51	\$16.71	
Step 2			\$14.52	\$14.52	\$15.65	\$16.86	
Step 3			\$14.64	\$14.64	\$15.77	\$17.00	Move to
Step 4			\$14.77	\$14.77	\$15.91	\$17.15	Tier I
Step 5			\$14.90	\$14.90	\$16.05	\$17.30	
Step 6			\$15.03	\$15.03	\$16.19	\$17.45	
Step 7			\$15.16	\$15.16	\$16.33	\$17.60	
Step 8			\$15.33	\$15.33	\$16.52	\$17.80	
Step 9			\$15.43	\$15.43	\$16.63	\$17.91	
Step 10			\$15.56	\$15.56	\$16.77	\$18.07	
					2022-23	2023-24	2024-25
Admin Assist					5.00%	5.00%	Eliminate
Step New Hire			\$14.79	\$14.79	\$15.53	\$16.31	Tier II
Step 1			\$14.94	\$14.94	\$15.69	\$16.47	
Step 2			\$15.09	\$15.09	\$15.84	\$16.64	
Step 3			\$15.24	\$15.24	\$16.00	\$16.80	Move to
Step 4			\$15.39	\$15.39	\$16.16	\$16.97	Tier I
Step 5			\$15.54	\$15.54	\$16.32	\$17.13	
Step 6			\$15.70	\$15.70	\$16.49	\$17.31	
Step 7			\$15.86	\$15.86	\$16.65	\$17.49	
Step 8			\$16.01	\$16.01	\$16.81	\$17.65	

Step 9			\$16.17	\$16.17	\$16.98	\$17.83	
Step 10			\$16.34	\$16.34	\$17.16	\$18.01	