

**2023/24 OFFICE PROFESSIONAL SALARY SCHEDULE
12 MONTH EMPLOYEES**

* 1 Full Step Advancement

* Hourly rates and salary structure as agreed to in Tentative Agreement 3-1-2023

| CLASS | STEP | 2023/24 Hourly | 2023/24 Annual | |
|-------|--------|----------------|------------------|-----------|
| | | | Paid Days 254 | |
| C | 1 | \$17.09 | \$ | 34,726.88 |
| C | 2 | \$17.26 | \$ | 35,072.32 |
| C | 3 | \$17.43 | \$ | 35,417.76 |
| C | 4 | \$17.69 | \$ | 35,946.08 |
| C | 5 | \$19.73 | \$ | 40,091.36 |
| C | 6 | \$19.88 | \$ | 40,396.16 |
| C | 7 | \$20.03 | \$ | 40,700.96 |
| C | 8 | \$20.19 | \$ | 41,026.08 |
| C | 9 | \$20.34 | \$ | 41,330.88 |
| C | 10 | \$20.49 | \$ | 41,635.68 |
| C | L (11) | \$21.31 | \$ | 43,301.92 |
| D | 1 | \$17.49 | \$ | 35,539.68 |
| D | 2 | \$17.76 | \$ | 36,088.32 |
| D | 3 | \$18.02 | \$ | 36,616.64 |
| D | 4 | \$18.92 | \$ | 38,445.44 |
| D | 5 | \$21.00 | \$ | 42,672.00 |
| D | 6 | \$21.15 | \$ | 42,976.80 |
| D | 7 | \$21.31 | \$ | 43,301.92 |
| D | 8 | \$21.46 | \$ | 43,606.72 |
| D | 9 | \$21.61 | \$ | 43,911.52 |
| D | 10 | \$21.77 | \$ | 44,236.64 |
| D | L (11) | \$22.64 | \$ | 46,004.48 |
| T | 1 | \$18.00 | \$ | 36,576.00 |
| T | 2 | \$18.73 | \$ | 38,059.36 |
| T | 3 | \$19.47 | \$ | 39,563.04 |
| T | 4 | \$20.25 | \$ | 41,148.00 |
| T | 5 | \$22.38 | \$ | 45,476.16 |
| T | 6 | \$22.53 | \$ | 45,780.96 |
| T | 7 | \$22.68 | \$ | 46,085.76 |
| T | 8 | \$22.84 | \$ | 46,410.88 |
| T | 9 | \$22.99 | \$ | 46,715.68 |
| T | 10 | \$23.14 | \$ | 47,020.48 |
| T | L (11) | \$24.07 | \$ | 48,910.24 |
| Z | 1 | \$18.87 | \$ | 38,343.84 |
| Z | 2 | \$19.82 | \$ | 40,274.24 |
| Z | 3 | \$20.81 | \$ | 42,285.92 |
| Z | 4 | \$21.85 | \$ | 44,399.20 |
| Z | 5 | \$24.03 | \$ | 48,828.96 |
| Z | 6 | \$24.18 | \$ | 49,133.76 |
| Z | 7 | \$24.34 | \$ | 49,458.88 |
| Z | 8 | \$24.51 | \$ | 49,804.32 |
| Z | 9 | \$24.66 | \$ | 50,109.12 |
| Z | 10 | \$24.82 | \$ | 50,434.24 |
| Z | L (11) | \$25.81 | \$ | 52,445.92 |

Longevity rate will be 4% above Step 10 hourly rate for members who have completed 10 years of service in Ann Arbor Public Schools under the AAEA-OP collective bargaining agreement, based on seniority date with the bargaining unit as of 9/30 of that applicable year. (e.g., 9/30/2023 for the 2023/24 school year)

2022/23 OFFICE PROFESSIONAL SALARY SCHEDULE - 10+ MONTH EMPLOYEES

* 1 Full Step Advancement

* Hourly rates and salary structure as agreed to in Tentative Agreement 3-1-2023

| CLASS | STEP | 2022/23 Hourly | BASE | Hired Before 7/1/04 | Hired After 6/30/04 | |
|-------|--------|----------------|-----------------|-----------------------------------------------------------|------------------------------------------------------------------|-----------------------------------------------------------------|
| | | | DAYS 211 | earns 1.667 Day/Mo in lieu of vac + 16.67 (Table 3) | w/0-10 years experience earn 0.834 Day/Mo + 8.34 (Table 4) | w/11+ years experience earn 1.25 Days/Mo + 12.5 (Table 5) |
| | | | ANNUAL | PAID DAYS | PAID DAYS | PAID DAYS |
| | | | | 227.67 | 219.34 | 223.5 |
| B | 1 | \$16.83 | varies by hours | varies by hours | varies by hours | varies by hours |
| B | 2 | \$16.83 | | | | |
| B | 3 | \$16.83 | | | | |
| B | 4 | \$16.83 | | | | |
| B | 5 | \$16.83 | | | | |
| B | 6 | \$16.98 | | | | |
| B | 7 | \$17.14 | | | | |
| B | 8 | \$17.29 | | | | |
| B | 9 | \$17.44 | | | | |
| B | 10 | \$17.60 | | | | |
| B | L (11) | \$18.30 | | | | |
| C | 1 | \$17.09 | \$ 28,847.92 | \$ 31,127.04 | \$ 29,988.16 | \$ 30,556.92 |
| C | 2 | \$17.26 | \$ 29,134.88 | \$ 31,436.67 | \$ 30,286.47 | \$ 30,860.88 |
| C | 3 | \$17.43 | \$ 29,421.84 | \$ 31,746.30 | \$ 30,584.77 | \$ 31,164.84 |
| C | 4 | \$17.69 | \$ 29,860.72 | \$ 32,219.86 | \$ 31,041.00 | \$ 31,629.72 |
| C | 5 | \$19.73 | \$ 33,304.24 | \$ 35,935.43 | \$ 34,620.63 | \$ 35,277.24 |
| C | 6 | \$19.88 | \$ 33,557.44 | \$ 36,208.64 | \$ 34,883.83 | \$ 35,545.44 |
| C | 7 | \$20.03 | \$ 33,810.64 | \$ 36,481.84 | \$ 35,147.04 | \$ 35,813.64 |
| C | 8 | \$20.19 | \$ 34,080.72 | \$ 36,773.26 | \$ 35,427.80 | \$ 36,099.72 |
| C | 9 | \$20.34 | \$ 34,333.92 | \$ 37,046.46 | \$ 35,691.00 | \$ 36,367.92 |
| C | 10 | \$20.49 | \$ 34,587.12 | \$ 37,319.67 | \$ 35,954.21 | \$ 36,636.12 |
| C | L (11) | \$21.31 | \$ 35,971.28 | \$ 38,813.18 | \$ 37,393.08 | \$ 38,102.28 |
| D | 1 | \$17.49 | \$ 29,523.12 | \$ 31,855.59 | \$ 30,690.05 | \$ 31,272.12 |
| D | 2 | \$17.76 | \$ 29,978.88 | \$ 32,347.35 | \$ 31,163.83 | \$ 31,754.88 |
| D | 3 | \$18.02 | \$ 30,417.76 | \$ 32,820.91 | \$ 31,620.05 | \$ 32,219.76 |
| D | 4 | \$18.92 | \$ 31,936.96 | \$ 34,460.13 | \$ 33,199.30 | \$ 33,828.96 |
| D | 5 | \$21.00 | \$ 35,448.00 | \$ 38,248.56 | \$ 36,849.12 | \$ 37,548.00 |
| D | 6 | \$21.15 | \$ 35,701.20 | \$ 38,521.76 | \$ 37,112.33 | \$ 37,816.20 |
| D | 7 | \$21.31 | \$ 35,971.28 | \$ 38,813.18 | \$ 37,393.08 | \$ 38,102.28 |
| D | 8 | \$21.46 | \$ 36,224.48 | \$ 39,086.39 | \$ 37,656.29 | \$ 38,370.48 |
| D | 9 | \$21.61 | \$ 36,477.68 | \$ 39,359.59 | \$ 37,919.50 | \$ 38,638.68 |
| D | 10 | \$21.77 | \$ 36,747.76 | \$ 39,651.01 | \$ 38,200.25 | \$ 38,924.76 |
| D | L (11) | \$22.64 | \$ 38,216.32 | \$ 41,235.59 | \$ 39,726.86 | \$ 40,480.32 |
| T | 1 | \$18.00 | \$ 30,384.00 | \$ 32,784.48 | \$ 31,584.96 | \$ 32,184.00 |
| T | 2 | \$18.73 | \$ 31,616.24 | \$ 34,114.07 | \$ 32,865.91 | \$ 33,489.24 |
| T | 3 | \$19.47 | \$ 32,865.36 | \$ 35,461.88 | \$ 34,164.40 | \$ 34,812.36 |
| T | 4 | \$20.25 | \$ 34,182.00 | \$ 36,882.54 | \$ 35,533.08 | \$ 36,207.00 |
| T | 5 | \$22.38 | \$ 37,777.44 | \$ 40,762.04 | \$ 39,270.63 | \$ 40,015.44 |
| T | 6 | \$22.53 | \$ 38,030.64 | \$ 41,035.24 | \$ 39,533.84 | \$ 40,283.64 |
| T | 7 | \$22.68 | \$ 38,283.84 | \$ 41,308.44 | \$ 39,797.05 | \$ 40,551.84 |
| T | 8 | \$22.84 | \$ 38,553.92 | \$ 41,599.86 | \$ 40,077.80 | \$ 40,837.92 |
| T | 9 | \$22.99 | \$ 38,807.12 | \$ 41,873.07 | \$ 40,341.01 | \$ 41,106.12 |
| T | 10 | \$23.14 | \$ 39,060.32 | \$ 42,146.27 | \$ 40,604.22 | \$ 41,374.32 |
| T | L (11) | \$24.07 | \$ 40,630.16 | \$ 43,840.14 | \$ 42,236.11 | \$ 43,037.16 |
| Z | 1 | \$18.87 | \$ 31,852.56 | \$ 34,369.06 | \$ 33,111.57 | \$ 33,739.56 |
| Z | 2 | \$19.82 | \$ 33,456.16 | \$ 36,099.36 | \$ 34,778.55 | \$ 35,438.16 |
| Z | 3 | \$20.81 | \$ 35,127.28 | \$ 37,902.50 | \$ 36,515.72 | \$ 37,208.28 |
| Z | 4 | \$21.85 | \$ 36,882.80 | \$ 39,796.72 | \$ 38,340.63 | \$ 39,067.80 |
| Z | 5 | \$24.03 | \$ 40,562.64 | \$ 43,767.28 | \$ 42,165.92 | \$ 42,965.64 |
| Z | 6 | \$24.18 | \$ 40,815.84 | \$ 44,040.48 | \$ 42,429.13 | \$ 43,233.84 |
| Z | 7 | \$24.34 | \$ 41,085.92 | \$ 44,331.90 | \$ 42,709.88 | \$ 43,519.92 |
| Z | 8 | \$24.51 | \$ 41,372.88 | \$ 44,641.53 | \$ 43,008.19 | \$ 43,823.88 |
| Z | 9 | \$24.66 | \$ 41,626.08 | \$ 44,914.74 | \$ 43,271.40 | \$ 44,092.08 |
| Z | 10 | \$24.82 | \$ 41,896.16 | \$ 45,206.16 | \$ 43,552.15 | \$ 44,378.16 |
| Z | L (11) | \$25.81 | \$ 43,567.28 | \$ 47,009.30 | \$ 45,289.32 | \$ 46,148.28 |

Longevity rate will be 4% above Step 10 hourly rate for members who have completed 10 years of service in Ann Arbor Public Schools under the AAEP bargaining agreement, based on seniority date with the bargaining unit as of 9/30 of that applicable year. (e.g., 9/30/2023 for the 2023/24 school year)

2023/24 OFFICE PROFESSIONAL SALARY SCHEDULE - 10 MONTH EMPLOYEES

* 1 Full Step Advancement

* Hourly rates and salary structure as agreed to in Tentative Agreement 3-1-2023

| CLASS | STEP | 2023/24 Hourly | BASE | Hired Before 7/1/04 | Hired After 6/30/04 | |
|-------|--------|----------------|--------------|--------------------------------------------------|---------------------------------------------------------|--------------------------------------------------------|
| | | | DAYS 201 | earns 1.667 Day/Mo in lieu of vac 16.67(3) | w/0-10 years experience earn 0.834 Day/Mo 8.34(4) | w/11+ years experience earn 1.25 Days/Mo 12.5(5) |
| | | | ANNUAL | PAID DAYS | PAID DAYS | PAID DAYS |
| | | | Paid Days | 217.67 | 209.34 | 213.5 |
| C | 1 | \$17.09 | \$ 27,480.72 | \$ 29,759.84 | \$ 28,620.96 | \$ 29,189.72 |
| C | 2 | \$17.26 | \$ 27,754.08 | \$ 30,055.87 | \$ 28,905.67 | \$ 29,480.08 |
| C | 3 | \$17.43 | \$ 28,027.44 | \$ 30,351.90 | \$ 29,190.37 | \$ 29,770.44 |
| C | 4 | \$17.69 | \$ 28,445.52 | \$ 30,804.66 | \$ 29,625.80 | \$ 30,214.52 |
| C | 5 | \$19.73 | \$ 31,725.84 | \$ 34,357.03 | \$ 33,042.23 | \$ 33,698.84 |
| C | 6 | \$19.88 | \$ 31,967.04 | \$ 34,618.24 | \$ 33,293.43 | \$ 33,955.04 |
| C | 7 | \$20.03 | \$ 32,208.24 | \$ 34,879.44 | \$ 33,544.64 | \$ 34,211.24 |
| C | 8 | \$20.19 | \$ 32,465.52 | \$ 35,158.06 | \$ 33,812.60 | \$ 34,484.52 |
| C | 9 | \$20.34 | \$ 32,706.72 | \$ 35,419.26 | \$ 34,063.80 | \$ 34,740.72 |
| C | 10 | \$20.49 | \$ 32,947.92 | \$ 35,680.47 | \$ 34,315.01 | \$ 34,996.92 |
| C | L (11) | \$21.31 | \$ 34,266.48 | \$ 37,108.38 | \$ 35,688.28 | \$ 36,397.48 |
| D | 1 | \$17.49 | \$ 28,123.92 | \$ 30,456.39 | \$ 29,290.85 | \$ 29,872.92 |
| D | 2 | \$17.76 | \$ 28,558.08 | \$ 30,926.55 | \$ 29,743.03 | \$ 30,334.08 |
| D | 3 | \$18.02 | \$ 28,976.16 | \$ 31,379.31 | \$ 30,178.45 | \$ 30,778.16 |
| D | 4 | \$18.92 | \$ 30,423.36 | \$ 32,946.53 | \$ 31,685.70 | \$ 32,315.36 |
| D | 5 | \$21.00 | \$ 33,768.00 | \$ 36,568.56 | \$ 35,169.12 | \$ 35,868.00 |
| D | 6 | \$21.15 | \$ 34,009.20 | \$ 36,829.76 | \$ 35,420.33 | \$ 36,124.20 |
| D | 7 | \$21.31 | \$ 34,266.48 | \$ 37,108.38 | \$ 35,688.28 | \$ 36,397.48 |
| D | 8 | \$21.46 | \$ 34,507.68 | \$ 37,369.59 | \$ 35,939.49 | \$ 36,653.68 |
| D | 9 | \$21.61 | \$ 34,748.88 | \$ 37,630.79 | \$ 36,190.70 | \$ 36,909.88 |
| D | 10 | \$21.77 | \$ 35,006.16 | \$ 37,909.41 | \$ 36,458.65 | \$ 37,183.16 |
| D | L (11) | \$22.64 | \$ 36,405.12 | \$ 39,424.39 | \$ 37,915.66 | \$ 38,669.12 |
| T | 1 | \$18.00 | \$ 28,944.00 | \$ 31,344.48 | \$ 30,144.96 | \$ 30,744.00 |
| T | 2 | \$18.73 | \$ 30,117.84 | \$ 32,615.67 | \$ 31,367.51 | \$ 31,990.84 |
| T | 3 | \$19.47 | \$ 31,307.76 | \$ 33,904.28 | \$ 32,606.80 | \$ 33,254.76 |
| T | 4 | \$20.25 | \$ 32,562.00 | \$ 35,262.54 | \$ 33,913.08 | \$ 34,587.00 |
| T | 5 | \$22.38 | \$ 35,987.04 | \$ 38,971.64 | \$ 37,480.23 | \$ 38,225.04 |
| T | 6 | \$22.53 | \$ 36,228.24 | \$ 39,232.84 | \$ 37,731.44 | \$ 38,481.24 |
| T | 7 | \$22.68 | \$ 36,469.44 | \$ 39,494.04 | \$ 37,982.65 | \$ 38,737.44 |
| T | 8 | \$22.84 | \$ 36,726.72 | \$ 39,772.66 | \$ 38,250.60 | \$ 39,010.72 |
| T | 9 | \$22.99 | \$ 36,967.92 | \$ 40,033.87 | \$ 38,501.81 | \$ 39,266.92 |
| T | 10 | \$23.14 | \$ 37,209.12 | \$ 40,295.07 | \$ 38,753.02 | \$ 39,523.12 |
| T | L (11) | \$24.07 | \$ 38,704.56 | \$ 41,914.54 | \$ 40,310.51 | \$ 41,111.56 |
| Z | 1 | \$18.87 | \$ 30,342.96 | \$ 32,859.46 | \$ 31,601.97 | \$ 32,229.96 |
| Z | 2 | \$19.82 | \$ 31,870.56 | \$ 34,513.76 | \$ 33,192.95 | \$ 33,852.56 |
| Z | 3 | \$20.81 | \$ 33,462.48 | \$ 36,237.70 | \$ 34,850.92 | \$ 35,543.48 |
| Z | 4 | \$21.85 | \$ 35,134.80 | \$ 38,048.72 | \$ 36,592.63 | \$ 37,319.80 |
| Z | 5 | \$24.03 | \$ 38,640.24 | \$ 41,844.88 | \$ 40,243.52 | \$ 41,043.24 |
| Z | 6 | \$24.18 | \$ 38,881.44 | \$ 42,106.08 | \$ 40,494.73 | \$ 41,299.44 |
| Z | 7 | \$24.34 | \$ 39,138.72 | \$ 42,384.70 | \$ 40,762.68 | \$ 41,572.72 |
| Z | 8 | \$24.51 | \$ 39,412.08 | \$ 42,680.73 | \$ 41,047.39 | \$ 41,863.08 |
| Z | 9 | \$24.66 | \$ 39,653.28 | \$ 42,941.94 | \$ 41,298.60 | \$ 42,119.28 |
| Z | 10 | \$24.82 | \$ 39,910.56 | \$ 43,220.56 | \$ 41,566.55 | \$ 42,392.56 |
| Z | L (11) | \$25.81 | \$ 41,502.48 | \$ 44,944.50 | \$ 43,224.52 | \$ 44,083.48 |

Longevity rate will be 4% above Step 10 hourly rate for members who have completed 10 years of service in Ann Arbor Public Schools under the AAEA-OP collective bargaining agreement, based on seniority date with the bargaining unit as of 9/30 of that applicable year. (e.g., 9/30/2023 for the 2023/24 school year)

2023/24 OFFICE PROFESSIONAL SALARY SCHEDULE - 9 MONTH EMPLOYEES

* 1 Full Step Advancement

* Hourly rates and salary structure as agreed to in Tentative Agreement 3-1-2023

| CLASS | STEP | 2023/24 Hourly | BASE DAYS 193 | Hired Before 7/1/04 | Hired After 6/30/04 | |
|-------|--------|----------------|---------------------|-----------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------|
| | | | | earns 1.667 Day/Mo in lieu of vac 15(Table 3) | w/0-10 years experience earn 0.834 Day/Mo 7.506(Table 4) | w/11+ years experience earn 1.25 Days/Mo 11.25(Table 5) |
| | | | | ANNUAL | PAID DAYS | PAID DAYS |
| | | | | 208 | 200.506 | 204.25 |
| C | 1 | \$17.09 | \$ 26,386.96 | \$ 28,437.76 | \$ 27,413.18 | \$ 27,925.06 |
| C | 2 | \$17.26 | \$ 26,649.44 | \$ 28,720.64 | \$ 27,685.87 | \$ 28,202.84 |
| C | 3 | \$17.43 | \$ 26,911.92 | \$ 29,003.52 | \$ 27,958.56 | \$ 28,480.62 |
| C | 4 | \$17.69 | \$ 27,313.36 | \$ 29,436.16 | \$ 28,375.61 | \$ 28,905.46 |
| C | 5 | \$19.73 | \$ 30,463.12 | \$ 32,830.72 | \$ 31,647.87 | \$ 32,238.82 |
| C | 6 | \$19.88 | \$ 30,694.72 | \$ 33,080.32 | \$ 31,888.47 | \$ 32,483.92 |
| C | 7 | \$20.03 | \$ 30,926.32 | \$ 33,329.92 | \$ 32,129.08 | \$ 32,729.02 |
| C | 8 | \$20.19 | \$ 31,173.36 | \$ 33,596.16 | \$ 32,385.73 | \$ 32,990.46 |
| C | 9 | \$20.34 | \$ 31,404.96 | \$ 33,845.76 | \$ 32,626.34 | \$ 33,235.56 |
| C | 10 | \$20.49 | \$ 31,636.56 | \$ 34,095.36 | \$ 32,866.94 | \$ 33,480.66 |
| C | L (11) | \$21.31 | \$ 32,902.64 | \$ 35,459.84 | \$ 34,182.26 | \$ 34,820.54 |
| D | 1 | \$17.49 | \$ 27,004.56 | \$ 29,103.36 | \$ 28,054.80 | \$ 28,578.66 |
| D | 2 | \$17.76 | \$ 27,421.44 | \$ 29,552.64 | \$ 28,487.89 | \$ 29,019.84 |
| D | 3 | \$18.02 | \$ 27,822.88 | \$ 29,985.28 | \$ 28,904.94 | \$ 29,444.68 |
| D | 4 | \$18.92 | \$ 29,212.48 | \$ 31,482.88 | \$ 30,348.59 | \$ 30,915.28 |
| D | 5 | \$21.00 | \$ 32,424.00 | \$ 34,944.00 | \$ 33,685.01 | \$ 34,314.00 |
| D | 6 | \$21.15 | \$ 32,655.60 | \$ 35,193.60 | \$ 33,925.62 | \$ 34,559.10 |
| D | 7 | \$21.31 | \$ 32,902.64 | \$ 35,459.84 | \$ 34,182.26 | \$ 34,820.54 |
| D | 8 | \$21.46 | \$ 33,134.24 | \$ 35,709.44 | \$ 34,422.87 | \$ 35,065.64 |
| D | 9 | \$21.61 | \$ 33,365.84 | \$ 35,959.04 | \$ 34,663.48 | \$ 35,310.74 |
| D | 10 | \$21.77 | \$ 33,612.88 | \$ 36,225.28 | \$ 34,920.12 | \$ 35,572.18 |
| D | L (11) | \$22.64 | \$ 34,956.16 | \$ 37,672.96 | \$ 36,315.65 | \$ 36,993.76 |
| T | 1 | \$18.00 | \$ 27,792.00 | \$ 29,952.00 | \$ 28,872.86 | \$ 29,412.00 |
| T | 2 | \$18.73 | \$ 28,919.12 | \$ 31,166.72 | \$ 30,043.82 | \$ 30,604.82 |
| T | 3 | \$19.47 | \$ 30,061.68 | \$ 32,398.08 | \$ 31,230.81 | \$ 31,813.98 |
| T | 4 | \$20.25 | \$ 31,266.00 | \$ 33,696.00 | \$ 32,481.97 | \$ 33,088.50 |
| T | 5 | \$22.38 | \$ 34,554.72 | \$ 37,240.32 | \$ 35,898.59 | \$ 36,568.92 |
| T | 6 | \$22.53 | \$ 34,786.32 | \$ 37,489.92 | \$ 36,139.20 | \$ 36,814.02 |
| T | 7 | \$22.68 | \$ 35,017.92 | \$ 37,739.52 | \$ 36,379.81 | \$ 37,059.12 |
| T | 8 | \$22.84 | \$ 35,264.96 | \$ 38,005.76 | \$ 36,636.46 | \$ 37,320.56 |
| T | 9 | \$22.99 | \$ 35,496.56 | \$ 38,255.36 | \$ 36,877.06 | \$ 37,565.66 |
| T | 10 | \$23.14 | \$ 35,728.16 | \$ 38,504.96 | \$ 37,117.67 | \$ 37,810.76 |
| T | L (11) | \$24.07 | \$ 37,164.08 | \$ 40,052.48 | \$ 38,609.44 | \$ 39,330.38 |
| Z | 1 | \$18.87 | \$ 29,135.28 | \$ 31,399.68 | \$ 30,268.39 | \$ 30,833.58 |
| Z | 2 | \$19.82 | \$ 30,602.08 | \$ 32,980.48 | \$ 31,792.23 | \$ 32,385.88 |
| Z | 3 | \$20.81 | \$ 32,130.64 | \$ 34,627.84 | \$ 33,380.24 | \$ 34,003.54 |
| Z | 4 | \$21.85 | \$ 33,736.40 | \$ 36,358.40 | \$ 35,048.45 | \$ 35,702.90 |
| Z | 5 | \$24.03 | \$ 37,102.32 | \$ 39,985.92 | \$ 38,545.27 | \$ 39,265.02 |
| Z | 6 | \$24.18 | \$ 37,333.92 | \$ 40,235.52 | \$ 38,785.88 | \$ 39,510.12 |
| Z | 7 | \$24.34 | \$ 37,580.96 | \$ 40,501.76 | \$ 39,042.53 | \$ 39,771.56 |
| Z | 8 | \$24.51 | \$ 37,843.44 | \$ 40,784.64 | \$ 39,315.22 | \$ 40,049.34 |
| Z | 9 | \$24.66 | \$ 38,075.04 | \$ 41,034.24 | \$ 39,555.82 | \$ 40,294.44 |
| Z | 10 | \$24.82 | \$ 38,322.08 | \$ 41,300.48 | \$ 39,812.47 | \$ 40,555.88 |
| Z | L (11) | \$25.81 | \$ 39,850.64 | \$ 42,947.84 | \$ 41,400.48 | \$ 42,173.54 |

Longevity rate will be 4% above Step 10 hourly rate for members who have completed 10 years of service in Ann Arbor Public Schools under the AAEE-OP collective bargaining agreement, based on seniority date with the bargaining unit as of 9/30 of that applicable year. (e.g., 9/30/2023 for the 2023/24 school year)