

2024/25 OFFICE PROFESSIONAL SALARY SCHEDULE 12 MONTH EMPLOYEES

Includes 1 Full Step Advancement and 1.5% increase from the 2023/24 hourly rates

CLASS	STEP	2024/25 Hourly	2024/25 Annual	
			Paid Days 254	
D	1	\$17.75	\$	36,068.00
D	2	\$18.03	\$	36,636.96
D	3	\$18.29	\$	37,165.28
D	4	\$19.20	\$	39,014.40
D	5	\$21.32	\$	43,322.24
D	6	\$21.47	\$	43,627.04
D	7	\$21.63	\$	43,952.16
D	8	\$21.78	\$	44,256.96
D	9	\$21.93	\$	44,561.76
D	10	\$22.10	\$	44,907.20
D	L (11)	\$22.98	\$	46,695.36
T	1	\$18.27	\$	37,124.64
T	2	\$19.01	\$	38,628.32
T	3	\$19.76	\$	40,152.32
T	4	\$20.55	\$	41,757.60
T	5	\$22.72	\$	46,167.04
T	6	\$22.87	\$	46,471.84
T	7	\$23.02	\$	46,776.64
T	8	\$23.18	\$	47,101.76
T	9	\$23.33	\$	47,406.56
T	10	\$23.49	\$	47,731.68
T	L (11)	\$24.43	\$	49,641.76
Z	1	\$19.15	\$	38,912.80
Z	2	\$20.12	\$	40,883.84
Z	3	\$21.12	\$	42,915.84
Z	4	\$22.18	\$	45,069.76
Z	5	\$24.39	\$	49,560.48
Z	6	\$24.54	\$	49,865.28
Z	7	\$24.71	\$	50,210.72
Z	8	\$24.88	\$	50,556.16
Z	9	\$25.03	\$	50,860.96
Z	10	\$25.19	\$	51,186.08
Z	L (11)	\$26.20	\$	53,238.40

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 2024/25 school year)

**2024/25 OFFICE PROFESSIONAL SALARY SCHEDULE
10+ MONTH EMPLOYEES**

Includes 1 Full Step Advancement and 1.5% increase from the 2023/24 hourly rates

CLASS	STEP	2024/25 Hourly	Paid Days w/ Pay in Lieu of Vacation *	Salary
B	1	\$ 17.08	<i>varies</i>	<i>Varies by Hour</i>
B	2	\$ 17.08	<i>varies</i>	<i>Varies by Hour</i>
B	3	\$ 17.08	<i>varies</i>	<i>Varies by Hour</i>
B	4	\$ 17.08	<i>varies</i>	<i>Varies by Hour</i>
B	5	\$ 17.08	<i>varies</i>	<i>Varies by Hour</i>
B	6	\$ 17.23	<i>varies</i>	<i>Varies by Hour</i>
B	7	\$ 17.40	<i>varies</i>	<i>Varies by Hour</i>
B	8	\$ 17.55	<i>varies</i>	<i>Varies by Hour</i>
B	9	\$ 17.70	<i>varies</i>	<i>Varies by Hour</i>
B	10	\$ 17.86	<i>varies</i>	<i>Varies by Hour</i>
B	L (11)	\$ 18.57	<i>varies</i>	<i>Varies by Hour</i>
C	1	\$ 17.35	219.34	\$ 30,444.39
C	2	\$ 17.52	219.34	\$ 30,742.69
C	3	\$ 17.69	219.34	\$ 31,041.00
C	4	\$ 17.96	219.34	\$ 31,514.77
C	5	\$ 20.03	219.34	\$ 35,147.04
C	6	\$ 20.18	219.34	\$ 35,410.25
C	7	\$ 20.33	219.34	\$ 35,673.46
C	8	\$ 20.49	219.34	\$ 35,954.21
C	9	\$ 20.65	219.34	\$ 36,234.97
C	10	\$ 20.80	219.34	\$ 36,498.18
C	L (11)**	\$ 21.63	223.50	\$ 38,674.44
D	1	\$ 17.75	219.34	\$ 31,146.28
D	2	\$ 18.03	219.34	\$ 31,637.60
D	3	\$ 18.29	219.34	\$ 32,093.83
D	4	\$ 19.20	219.34	\$ 33,690.62
D	5	\$ 21.32	219.34	\$ 37,410.63
D	6	\$ 21.47	219.34	\$ 37,673.84
D	7	\$ 21.63	219.34	\$ 37,954.59
D	8	\$ 21.78	219.34	\$ 38,217.80
D	9	\$ 21.93	219.34	\$ 38,481.01
D	10	\$ 22.10	219.34	\$ 38,779.31
D	L (11)**	\$ 22.98	223.50	\$ 41,088.24
T	1	\$ 18.27	219.34	\$ 32,058.73
T	2	\$ 19.01	219.34	\$ 33,357.23
T	3	\$ 19.76	219.34	\$ 34,673.27
T	4	\$ 20.55	219.34	\$ 36,059.50
T	5	\$ 22.72	219.34	\$ 39,867.24
T	6	\$ 22.87	219.34	\$ 40,130.45
T	7	\$ 23.02	219.34	\$ 40,393.65
T	8	\$ 23.18	219.34	\$ 40,674.41
T	9	\$ 23.33	219.34	\$ 40,937.62
T	10	\$ 23.49	219.34	\$ 41,218.37
T	L (11)**	\$ 24.43	223.50	\$ 43,680.84
Z	1	\$ 19.15	219.34	\$ 33,602.89
Z	2	\$ 20.12	219.34	\$ 35,304.97
Z	3	\$ 21.12	219.34	\$ 37,059.69
Z	4	\$ 22.18	219.34	\$ 38,919.69
Z	5	\$ 24.39	219.34	\$ 42,797.62
Z	6	\$ 24.54	219.34	\$ 43,060.83
Z	7	\$ 24.71	219.34	\$ 43,359.13
Z	8	\$ 24.88	219.34	\$ 43,657.43
Z	9	\$ 25.03	219.34	\$ 43,920.64
Z	10	\$ 25.19	219.34	\$ 44,201.40
Z	L (11)**	\$ 26.20	223.50	\$ 46,845.60
Z	L (11)***	\$ 26.20	227.67	\$ 47,719.63

* Salary is calculated based on 211 paid days (see work calendar for details)

Steps 1-10 earn 8.34 days in lieu of vacation

** L w/11+years if hired after 6/30/2004 earn 12.5 days in lieu of vacation

*** L w/11+years if hired before 7/1/2004 earn 16.67 days in lieu of vacation

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 2024/25 school year)

**2024/25 OFFICE PROFESSIONAL SALARY SCHEDULE
10 MONTH EMPLOYEES**

Includes 1 Full Step Advancement and 1.5% increase from the 2023/24 hourly rates

CLASS	STEP	2024/25 Hourly	Paid Days w/Pay in Lieu of Vacation *	Salary
C	1	\$ 17.35	209.34	\$ 29,056.39
C	2	\$ 17.52	209.34	\$ 29,341.09
C	3	\$ 17.69	209.34	\$ 29,625.80
C	4	\$ 17.96	209.34	\$ 30,077.97
C	5	\$ 20.03	209.34	\$ 33,544.64
C	6	\$ 20.18	209.34	\$ 33,795.85
C	7	\$ 20.33	209.34	\$ 34,047.06
C	8	\$ 20.49	209.34	\$ 34,315.01
C	9	\$ 20.65	209.34	\$ 34,582.97
C	10	\$ 20.80	209.34	\$ 34,834.18
C	L (11)**	\$ 21.63	213.5	\$ 36,944.04
€	L (11)***	\$ 21.63	217.67	\$ 37,665.62

* Salary is calculated based on 193 paid days (see work calendar for details)

Plus pay in lieu of vacation as noted:

Steps 1-10 earn 8.34 days in lieu of vacation

** L w/11+years if hired after 6/30/2004 earn 12.5 days in lieu of vacation

*** L w/11+years if hired before 7/1/2004 earn 16.67 days in lieu of vacation

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2024/25 OFFICE PROFESSIONAL SALARY SCHEDULE 9 MONTH EMPLOYEES

Includes 1 Full Step Advancement and 1.5% increase from the 2023/24 hourly rates

CLASS	STEP	2024/25 Hourly	Paid Days w/Pay in Lieu of Vacation *	Salary
C	1	\$ 17.35	200.506	\$ 27,830.23
C	2	\$ 17.52	200.506	\$ 28,102.92
C	3	\$ 17.69	200.506	\$ 28,375.61
C	4	\$ 17.96	200.506	\$ 28,808.70
C	5	\$ 20.03	200.506	\$ 32,129.08
C	6	\$ 20.18	200.506	\$ 32,369.69
C	7	\$ 20.33	200.506	\$ 32,610.30
C	8	\$ 20.49	200.506	\$ 32,866.94
C	9	\$ 20.65	200.506	\$ 33,123.59
C	10	\$ 20.80	200.506	\$ 33,364.20
C	L (11)**	\$ 21.63	204.25	\$ 35,343.42
€	L (11)***	\$ 21.63	227.25	\$ 39,323.34

* Salary is calculated based on 193 paid days (see work calendar for details)

Plus pay in lieu of vacation as noted:

Steps 1-10 earn 8.34 days in lieu of vacation

** L w/11+years if hired after 6/30/2004 earn 12.5 days in lieu of vacation

*** L w/11+years if hired before 7/1/2004 earn 16.67 days in lieu of vacation

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 2024/25 school year)