

APPENDIX A SALARY SCHEDULE

Paraprofessional Salary Schedule 2026-2027						
Group 2 - Classifications C-D-E-F						
1 STEP INCREASE AND 1.5% ON-SALARY INCREASE TO SALARY TABLE						
Step	Hourly Wage	Annual Salary 8 hours	Annual Salary 7.5 hours	Annual Salary 7 hours	Annual Salary 6.7 hours	Number of Workdays
1	\$ 18.18	\$28,069.92	\$26,315.55	\$24,561.18	\$23,508.56	193
2	\$ 18.31	\$28,270.64	\$26,503.73	\$24,736.81	\$23,676.66	193
3	\$ 18.51	\$28,579.44	\$26,793.23	\$25,007.01	\$23,935.28	193
4	\$ 18.63	\$28,764.72	\$26,966.93	\$25,169.13	\$24,090.45	193
5	\$ 20.45	\$31,574.80	\$29,601.38	\$27,627.95	\$26,443.90	193
L-1	\$ 20.76	\$32,053.44	\$30,050.10	\$28,046.76	\$26,844.76	193
L-2	\$ 20.97	\$32,377.68	\$30,354.08	\$28,330.47	\$27,116.31	193
L-3	\$ 21.78	\$33,628.32	\$31,526.55	\$29,424.78	\$28,163.72	193
Paraprofessional Salary Schedule 2026-2027						
Group 1 - Premium D1 and Classifications G-H-I-J-K-L-M-N-O-P						
1 STEP INCREASE AND 1.5% ON-SALARY INCREASE TO SALARY TABLE						
Step	Hourly Wage	Annual Salary 8 hours	Annual Salary 7.5 hours	Annual Salary 7 hours	Annual Salary 6.7 hours	Number of Workdays
1	\$ 20.53	\$31,698.32	\$29,717.18	\$27,736.03	\$26,547.34	193
2	\$ 20.69	\$31,945.36	\$29,948.78	\$27,952.19	\$26,754.24	193
3	\$ 20.83	\$32,161.52	\$30,151.43	\$28,141.33	\$26,935.27	193
4	\$ 21.25	\$32,810.00	\$30,759.38	\$28,708.75	\$27,478.38	193
5	\$ 23.02	\$35,542.88	\$33,321.45	\$31,100.02	\$29,767.16	193
L-1	\$ 23.37	\$36,083.28	\$33,828.08	\$31,572.87	\$30,219.75	193
L-2	\$ 23.59	\$36,422.96	\$34,146.53	\$31,870.09	\$30,504.23	193
L-3	\$ 24.51	\$37,843.44	\$35,478.23	\$33,113.01	\$31,693.88	193

LONGEVITY:

- L-1 1.5% Higher than Step 5 for employees with 6 or more years of experience, (calculated from seniority date) in Ann Arbor by 9/30.
- L-2 2.5% Higher than Step 5 for employees with 8 or more years of experience (calculated from seniority date) in Ann Arbor by 9/30.
- L-3 6.5% Higher than Step 5 for employees with 10 or more years of experience, (calculated from seniority date) in Ann Arbor by 9/30.

Paraeducators with 20 or more years of experience (calculated from seniority date) in Ann Arbor by 9/30 will be eligible for a \$1,000.00 stipend payable on the 2nd pay of June (L-4)

Premium Pay: Employees hired before June 9, 2004, may be eligible for premium pay
Premium Pay for Classifications C1, C2, D2, D3, is paid in Group 2
Premium Pay for Classification D1 is paid in Group 1

Krausberger 8/19/26
Jan F. 8/19/26

APPENDIX A SALARY SCHEDULE

Paraprofessional Salary Schedule 2027-2028						
Group 2 - Classifications C-D-E-F						
1 STEP INCREASE AND 1.5% ON-SALARY INCREASE TO SALARY TABLE						
Step	Hourly Wage	Annual Salary 8 hours	Annual Salary 7.5 hours	Annual Salary 7 hours	Annual Salary 6.7 hours	Number of Workdays
1	\$18.45	\$28,486.80	\$26,706.38	\$24,925.95	\$23,857.70	193
2	\$18.58	\$28,687.52	\$26,894.55	\$25,101.58	\$24,025.80	193
3	\$18.79	\$29,011.76	\$27,198.53	\$25,385.29	\$24,297.35	193
4	\$18.91	\$29,197.04	\$27,372.23	\$25,547.41	\$24,452.52	193
5	\$20.76	\$32,053.44	\$30,050.10	\$28,046.76	\$26,844.76	193
L-1	\$21.07	\$32,532.08	\$30,498.83	\$28,465.57	\$27,245.62	193
L-2	\$21.28	\$32,856.32	\$30,802.80	\$28,749.28	\$27,517.17	193
L-3	\$22.11	\$34,137.84	\$32,004.23	\$29,870.61	\$28,590.44	193
Paraprofessional Salary Schedule 2027-2028						
Group 1 - Premium D1 and Classifications G-H-I-J-K-L-M-N-O-P						
1 STEP INCREASE AND 1.5% ON-SALARY INCREASE TO SALARY TABLE						
Step	Hourly Wage	Annual Salary 8 hours	Annual Salary 7.5 hours	Annual Salary of 7 hours	Annual Salary 6.7 hours	Number of Work Days
1	\$20.84	\$32,176.96	\$30,165.90	\$28,154.84	\$26,948.20	193
2	\$21.00	\$32,424.00	\$30,397.50	\$28,371.00	\$27,155.10	193
3	\$21.14	\$32,640.16	\$30,600.15	\$28,560.14	\$27,336.13	193
4	\$21.57	\$33,304.08	\$31,222.58	\$29,141.07	\$27,892.17	193
5	\$23.37	\$36,083.28	\$33,828.08	\$31,572.87	\$30,219.75	193
L-1	\$23.72	\$36,623.68	\$34,334.70	\$32,045.72	\$30,672.33	193
L-2	\$23.94	\$36,963.36	\$34,653.15	\$32,342.94	\$30,956.81	193
L-3	\$24.88	\$38,414.72	\$36,013.80	\$33,612.88	\$32,172.33	193

LONGEVITY:

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- L-3 6.5% Higher than Step 5 for employees with 10 or more years of experience, (calculated from seniority date) in Ann Arbor by 9/30.

Paraeducators with 20 or more years of experience (calculated from seniority date) in Ann Arbor by 9/30 will be eligible for a \$1,000.00 stipend payable on the 2nd pay of June (L-4)

Premium Pay: Employees hired before June 9, 2004, may be eligible for premium pay
Premium Pay for Classifications C1, C2, D2, D3, is paid in Group 2
Premium Pay for Classification D1 is paid in Group 1

Kia Bitagens
8/19/26
Gai F. Lu
8/19/26

APPENDIX A SALARY SCHEDULE

SACC (School Aged Childcare)					
APPENDIX A - 2026-2027 Salary Schedule					
1 STEP ADVANCEMENT AND 1.5% ON-SCHEDULE INCREASE TO SALARY TABLE					
Childcare Assistants - Classification A(1)					
Step	Rate/Hr	Hours/Day	Days		
1	\$ 17.60	VARIES	193		
2	\$ 17.86	VARIES	193		
3	\$ 18.13	VARIES	193		
4	\$ 19.43	VARIES	193		
5	\$ 19.32	VARIES	193		
L-1	\$ 19.61	VARIES	193		
L-2	\$ 19.80	VARIES	193		
L-3	\$ 20.57	VARIES	193		
Childcare Supervisors - Classification A(2)					
Step	Rate/Hr	Hours/Day	Days		
1	\$ 18.67	VARIES	193		
2	\$ 18.94	VARIES	193		
3	\$ 19.20	VARIES	193		
4	\$ 19.46	VARIES	193		
5	\$ 20.44	VARIES	193		
L-1	\$ 20.74	VARIES	193		
L-2	\$ 20.94	VARIES	193		
L-3	\$ 21.77	VARIES	193		
Childcare Special Needs Assistant - Classification A(3)					
Step	Rate/Hr	Hours/Day	Days		
1	\$ 17.86	VARIES	193		
2	\$ 18.13	VARIES	193		
3	\$ 18.40	VARIES	193		
4	\$ 18.67	VARIES	193		
5	\$ 19.61	VARIES	193		
L-1	\$ 19.89	VARIES	193		
L-2	\$ 20.09	VARIES	193		
L-3	\$ 20.88	VARIES	193		

LONGEVITY:

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- L-3 6.5% Higher than Step 5 for employees with 10 or more years of experience, (calculated from seniority date) in Ann Arbor by 9/30.
- L-4 Paraeducators with 20 or more years of experience (calculated from seniority date) in Ann Arbor by 9/30 will be eligible for a \$1,000.00 stipend payable on the 2nd pay of June.

Kia Blagov
8/19/26

Jai
8/19/26

APPENDIX A SALARY SCHEDULE

SACC (School Aged Childcare)					
APPENDIX A - 2027-2028 Salary Schedule					
1 STEP ADVANCEMENT AND 1.5% ON-SCHEDULE INCREASE TO SALARY TABLE					
Childcare Assistants - Classification A(1)					
Step	Rate/Hr	Hours/Day	Days		
1	\$ 17.86	VARIES	193		
2	\$ 18.13	VARIES	193		
3	\$ 18.40	VARIES	193		
4	\$ 19.72	VARIES	193		
5	\$ 19.61	VARIES	193		
L-1	\$ 19.90	VARIES	193		
L-2	\$ 20.10	VARIES	193		
L-3	\$ 20.88	VARIES	193		
Childcare Supervisors - Classification A(2)					
Step	Rate/Hr	Hours/Day	Days		
1	\$ 18.95	VARIES	193		
2	\$ 19.22	VARIES	193		
3	\$ 19.49	VARIES	193		
4	\$ 19.75	VARIES	193		
5	\$ 20.75	VARIES	193		
L-1	\$ 21.05	VARIES	193		
L-2	\$ 21.26	VARIES	193		
L-3	\$ 22.10	VARIES	193		
Childcare Special Needs Assistant - Classification A(3)					
Step	Rate/Hr	Hours/Day	Days		
1	\$ 18.13	VARIES	193		
2	\$ 18.40	VARIES	193		
3	\$ 18.68	VARIES	193		
4	\$ 18.95	VARIES	193		
5	\$ 19.90	VARIES	193		
L-1	\$ 20.19	VARIES	193		
L-2	\$ 20.39	VARIES	193		
L-3	\$ 21.20	VARIES	193		

LONGEVITY:

- L-1 1.5% Higher than Step 5 for employees with 6 or more years of experience, (calculated from seniority date) in Ann Arbor by 9/30.
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- L-4 Paraeducators with 20 or more years of experience (calculated from seniority date) in Ann Arbor by 9/30 will be eligible for a \$1,000.00 stipend payable on the 2nd pay of June.

KraBtagers
8/19/26
Juich
8/19/26

AAEA-P
Corrected Salary Narrative
August 20, 2026

2025-2026:

Group 3 Employees

Move employees who worked in 2025-2026 from Group 3 to Group 2 in 2026-2027 with no step advancement or retro payment for 2025-2026. Step advancement in longevity steps shall commence.

Group A, 1 and 2 Employees

Those employees who worked in Group 2 or Group 1 in 2025-2026 school year shall receive a **1.5% on-schedule** retro payment for 2025-2026. This payment shall be paid upon ratification of the agreement.

2026-2027:

Group A, 1 and 2 Employees

1.5% on-schedule increase for all. Those who are step eligible shall move a full step.

2027-2028:

Group A, 1 and 2 Employees

1.5% on-schedule increase for all. Those who are step eligible shall move a full step.

Qui F. L.
8/20/2026

Kia B. Hagens
8/20/26