

2025/26 OFFICE PROFESSIONAL SALARY SCHEDULE 12 MONTH EMPLOYEES

Includes 1.5% increase from the 2024/25 hourly rates

CLASS	STEP	2025/26 Hourly	2025/26 Annual
			Paid Days 254
D	1	\$18.02	\$ 36,616.64
D	2	\$18.30	\$ 37,185.60
D	3	\$18.56	\$ 37,713.92
D	4	\$19.49	\$ 39,603.68
D	5	\$21.64	\$ 43,972.48
D	6	\$21.79	\$ 44,277.28
D	7	\$21.95	\$ 44,602.40
D	8	\$22.11	\$ 44,927.52
D	9	\$22.26	\$ 45,232.32
D	10	\$22.43	\$ 45,577.76
D	L (11)	\$23.32	\$ 47,386.24
T	1	\$18.54	\$ 37,673.28
T	2	\$19.30	\$ 39,217.60
T	3	\$20.06	\$ 40,761.92
T	4	\$20.86	\$ 42,387.52
T	5	\$23.06	\$ 46,857.92
T	6	\$23.21	\$ 47,162.72
T	7	\$23.37	\$ 47,487.84
T	8	\$23.53	\$ 47,812.96
T	9	\$23.68	\$ 48,117.76
T	10	\$23.84	\$ 48,442.88
T	L (11)	\$24.80	\$ 50,393.60
Z	1	\$19.44	\$ 39,502.08
Z	2	\$20.42	\$ 41,493.44
Z	3	\$21.44	\$ 43,566.08
Z	4	\$22.51	\$ 45,740.32
Z	5	\$24.76	\$ 50,312.32
Z	6	\$24.91	\$ 50,617.12
Z	7	\$25.08	\$ 50,962.56
Z	8	\$25.25	\$ 51,308.00
Z	9	\$25.41	\$ 51,633.12
Z	10	\$25.57	\$ 51,958.24
Z	L (11)	\$26.59	\$ 54,030.88

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., 9/30/2024 for the 2025/26 school year)

**2025/26 OFFICE PROFESSIONAL SALARY SCHEDULE
10+ MONTH EMPLOYEES**

Includes 1.5% increase from the 2024/25 hourly rates

CLASS	STEP	2025/26 Hourly	Paid Days w/ Pay in Lieu of Vacation *	Salary
B	1	\$ 17.34	<i>varies</i>	<i>Varies by Hour</i>
B	2	\$ 17.34	<i>varies</i>	<i>Varies by Hour</i>
B	3	\$ 17.34	<i>varies</i>	<i>Varies by Hour</i>
B	4	\$ 17.34	<i>varies</i>	<i>Varies by Hour</i>
B	5	\$ 17.34	<i>varies</i>	<i>Varies by Hour</i>
B	6	\$ 17.49	<i>varies</i>	<i>Varies by Hour</i>
B	7	\$ 17.66	<i>varies</i>	<i>Varies by Hour</i>
B	8	\$ 17.81	<i>varies</i>	<i>Varies by Hour</i>
B	9	\$ 17.97	<i>varies</i>	<i>Varies by Hour</i>
B	10	\$ 18.13	<i>varies</i>	<i>Varies by Hour</i>
B	L (11)	\$ 18.85	<i>varies</i>	<i>Varies by Hour</i>
C	1	\$ 17.61	219.34	\$ 30,900.62
C	2	\$ 17.78	219.34	\$ 31,198.92
C	3	\$ 17.96	219.34	\$ 31,514.77
C	4	\$ 18.23	219.34	\$ 31,988.55
C	5	\$ 20.33	219.34	\$ 35,673.46
C	6	\$ 20.48	219.34	\$ 35,936.67
C	7	\$ 20.63	219.34	\$ 36,199.87
C	8	\$ 20.80	219.34	\$ 36,498.18
C	9	\$ 20.96	219.34	\$ 36,778.93
C	10	\$ 21.11	219.34	\$ 37,042.14
C	L (11)**	\$ 21.95	223.50	\$ 39,246.60
D	1	\$ 18.02	219.34	\$ 31,620.05
D	2	\$ 18.30	219.34	\$ 32,111.38
D	3	\$ 18.56	219.34	\$ 32,567.60
D	4	\$ 19.49	219.34	\$ 34,199.49
D	5	\$ 21.64	219.34	\$ 37,972.14
D	6	\$ 21.79	219.34	\$ 38,235.35
D	7	\$ 21.95	219.34	\$ 38,516.10
D	8	\$ 22.11	219.34	\$ 38,796.86
D	9	\$ 22.26	219.34	\$ 39,060.07
D	10	\$ 22.43	219.34	\$ 39,358.37
D	L (11)**	\$ 23.32	223.50	\$ 41,696.16
T	1	\$ 18.54	219.34	\$ 32,532.51
T	2	\$ 19.30	219.34	\$ 33,866.10
T	3	\$ 20.06	219.34	\$ 35,199.68
T	4	\$ 20.86	219.34	\$ 36,603.46
T	5	\$ 23.06	219.34	\$ 40,463.84
T	6	\$ 23.21	219.34	\$ 40,727.05
T	7	\$ 23.37	219.34	\$ 41,007.81
T	8	\$ 23.53	219.34	\$ 41,288.56
T	9	\$ 23.68	219.34	\$ 41,551.77
T	10	\$ 23.84	219.34	\$ 41,832.52
T	L (11)**	\$ 24.80	223.50	\$ 44,342.40
Z	1	\$ 19.44	219.34	\$ 34,111.76
Z	2	\$ 20.42	219.34	\$ 35,831.38
Z	3	\$ 21.44	219.34	\$ 37,621.20
Z	4	\$ 22.51	219.34	\$ 39,498.75
Z	5	\$ 24.76	219.34	\$ 43,446.87
Z	6	\$ 24.91	219.34	\$ 43,710.08
Z	7	\$ 25.08	219.34	\$ 44,008.38
Z	8	\$ 25.25	219.34	\$ 44,306.68
Z	9	\$ 25.41	219.34	\$ 44,587.44
Z	10	\$ 25.57	219.34	\$ 44,868.19
Z	L (11)**	\$ 26.59	223.50	\$ 47,542.92
Z	L (11)***	\$ 26.59	227.67	\$ 48,429.96

* 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., 9/30/2024 for the 2025/26 school year)

2025/26 OFFICE PROFESSIONAL SALARY SCHEDULE 10 MONTH EMPLOYEES

Includes 1.5% increase from the 2024/25 hourly rates

CLASS	STEP	2025/26 Hourly	Paid Days w/Pay in Lieu of Vacation *	Salary
C	1	\$ 17.61	209.34	\$ 29,491.82
C	2	\$ 17.78	209.34	\$ 29,776.52
C	3	\$ 17.96	209.34	\$ 30,077.97
C	4	\$ 18.23	209.34	\$ 30,530.15
C	5	\$ 20.33	209.34	\$ 34,047.06
C	6	\$ 20.48	209.34	\$ 34,298.27
C	7	\$ 20.63	209.34	\$ 34,549.47
C	8	\$ 20.80	209.34	\$ 34,834.18
C	9	\$ 20.96	209.34	\$ 35,102.13
C	10	\$ 21.11	209.34	\$ 35,353.34
C	L (11)**	\$ 21.95	213.5	\$ 37,490.60
E	~~L (11)***~~	~~\$ 21.95~~	~~217.67~~	~~\$ 38,222.85~~

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

Plus pay in lieu of vacation as noted:

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2025/26 OFFICE PROFESSIONAL SALARY SCHEDULE 9 MONTH EMPLOYEES

Includes 1.5% increase from the 2024/25 hourly rates

CLASS	STEP	2025/26 Hourly	Paid Days w/Pay in Lieu of Vacation *	Salary
C	1	\$ 17.78	200.506	\$ 28,519.97
C	2	\$ 17.96	200.506	\$ 28,808.70
C	3	\$ 18.23	200.506	\$ 29,241.80
C	4	\$ 20.33	200.506	\$ 32,610.30
C	5	\$ 20.48	200.506	\$ 32,850.90
C	6	\$ 20.63	200.506	\$ 33,091.51
C	7	\$ 20.80	200.506	\$ 33,364.20
C	8	\$ 20.96	200.506	\$ 33,620.85
C	9	\$ 21.11	200.506	\$ 33,861.45
C	10	\$ 21.95	200.506	\$ 35,208.85
C	L (11)**	\$ 21.95	204.25	\$ 35,866.30
E	~~L (11)***~~	~~\$ 21.95~~	~~227.25~~	~~\$ 39,905.10~~

* 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

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

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