

2026/27 OFFICE PROFESSIONAL SALARY SCHEDULE 12 MONTH EMPLOYEES

Includes 2.5% increase from the 2025/26 hourly rates

CLASS	STEP	2026/27 Hourly	2026/27 Annual
			Paid Days 254
D	1	\$18.47	\$ 37,531.04
D	2	\$18.76	\$ 38,120.32
D	3	\$19.03	\$ 38,668.96
D	4	\$19.98	\$ 40,599.36
D	5	\$22.18	\$ 45,069.76
D	6	\$22.34	\$ 45,394.88
D	7	\$22.50	\$ 45,720.00
D	8	\$22.66	\$ 46,045.12
D	9	\$22.82	\$ 46,370.24
D	10	\$22.99	\$ 46,715.68
D	L (11)	\$23.91	\$ 48,585.12
T	1	\$19.01	\$ 38,628.32
T	2	\$19.78	\$ 40,192.96
T	3	\$20.56	\$ 41,777.92
T	4	\$21.38	\$ 43,444.16
T	5	\$23.64	\$ 48,036.48
T	6	\$23.79	\$ 48,341.28
T	7	\$23.95	\$ 48,666.40
T	8	\$24.12	\$ 49,011.84
T	9	\$24.27	\$ 49,316.64
T	10	\$24.44	\$ 49,662.08
T	L (11)	\$25.42	\$ 51,653.44
Z	1	\$19.92	\$ 40,477.44
Z	2	\$20.93	\$ 42,529.76
Z	3	\$21.97	\$ 44,643.04
Z	4	\$23.08	\$ 46,898.56
Z	5	\$25.37	\$ 51,551.84
Z	6	\$25.53	\$ 51,876.96
Z	7	\$25.71	\$ 52,242.72
Z	8	\$25.88	\$ 52,588.16
Z	9	\$26.04	\$ 52,913.28
Z	10	\$26.21	\$ 53,258.72
Z	L (11)	\$27.26	\$ 55,392.32

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., 9/30/2025 for the 2026/27 school year)

2026/27 OFFICE PROFESSIONAL SALARY SCHEDULE
10+ MONTH EMPLOYEES

Includes 2.5% increase from the 2025/26 hourly rates

CLASS	STEP	2026/27 Hourly	Paid Days w/ Pay in Lieu of Vacation *	Salary
B	1	\$ 17.77	<i>varies</i>	<i>Varies by Hour</i>
B	2	\$ 17.77	<i>varies</i>	<i>Varies by Hour</i>
B	3	\$ 17.77	<i>varies</i>	<i>Varies by Hour</i>
B	4	\$ 17.77	<i>varies</i>	<i>Varies by Hour</i>
B	5	\$ 17.77	<i>varies</i>	<i>Varies by Hour</i>
B	6	\$ 17.93	<i>varies</i>	<i>Varies by Hour</i>
B	7	\$ 18.10	<i>varies</i>	<i>Varies by Hour</i>
B	8	\$ 18.26	<i>varies</i>	<i>Varies by Hour</i>
B	9	\$ 18.41	<i>varies</i>	<i>Varies by Hour</i>
B	10	\$ 18.58	<i>varies</i>	<i>Varies by Hour</i>
B	L (11)	\$ 19.32	<i>varies</i>	<i>Varies by Hour</i>
C	1	\$ 18.05	219.34	\$ 31,672.70
C	2	\$ 18.23	219.34	\$ 31,988.55
C	3	\$ 18.40	219.34	\$ 32,286.85
C	4	\$ 18.69	219.34	\$ 32,795.72
C	5	\$ 20.84	219.34	\$ 36,568.36
C	6	\$ 20.99	219.34	\$ 36,831.57
C	7	\$ 21.15	219.34	\$ 37,112.33
C	8	\$ 21.32	219.34	\$ 37,410.63
C	9	\$ 21.48	219.34	\$ 37,691.39
C	10	\$ 21.64	219.34	\$ 37,972.14
C	L (11)**	\$ 22.50	223.50	\$ 40,230.00
D	1	\$ 18.47	219.34	\$ 32,409.68
D	2	\$ 18.76	219.34	\$ 32,918.55
D	3	\$ 19.03	219.34	\$ 33,392.32
D	4	\$ 19.98	219.34	\$ 35,059.31
D	5	\$ 22.18	219.34	\$ 38,919.69
D	6	\$ 22.34	219.34	\$ 39,200.44
D	7	\$ 22.50	219.34	\$ 39,481.20
D	8	\$ 22.66	219.34	\$ 39,761.96
D	9	\$ 22.82	219.34	\$ 40,042.71
D	10	\$ 22.99	219.34	\$ 40,341.01
D	L (11)**	\$ 23.91	223.50	\$ 42,751.08
T	1	\$ 19.01	219.34	\$ 33,357.23
T	2	\$ 19.78	219.34	\$ 34,708.36
T	3	\$ 20.56	219.34	\$ 36,077.04
T	4	\$ 21.38	219.34	\$ 37,515.91
T	5	\$ 23.64	219.34	\$ 41,481.58
T	6	\$ 23.79	219.34	\$ 41,744.79
T	7	\$ 23.95	219.34	\$ 42,025.54
T	8	\$ 24.12	219.34	\$ 42,323.85
T	9	\$ 24.27	219.34	\$ 42,587.05
T	10	\$ 24.44	219.34	\$ 42,885.36
T	L (11)**	\$ 25.42	223.50	\$ 45,450.96
Z	1	\$ 19.92	219.34	\$ 34,954.02
Z	2	\$ 20.93	219.34	\$ 36,726.29
Z	3	\$ 21.97	219.34	\$ 38,551.20
Z	4	\$ 23.08	219.34	\$ 40,498.94
Z	5	\$ 25.37	219.34	\$ 44,517.25
Z	6	\$ 25.53	219.34	\$ 44,798.00
Z	7	\$ 25.71	219.34	\$ 45,113.85
Z	8	\$ 25.88	219.34	\$ 45,412.15
Z	9	\$ 26.04	219.34	\$ 45,692.91
Z	10	\$ 26.21	219.34	\$ 45,991.21
Z	L (11)**	\$ 27.26	223.50	\$ 48,740.88
Z	L (11)***	\$ 27.26	227.67	\$ 49,650.27

* 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., 9/30/2025 for the 2026/27 school year)

2026/27 OFFICE PROFESSIONAL SALARY SCHEDULE 10 MONTH EMPLOYEES

Includes 2.5% increase from the 2025/26 hourly rates

CLASS	STEP	2026/27 Hourly	Paid Days w/Pay in Lieu of Vacation *	Salary
C	1	\$ 18.05	209.34	\$ 30,228.70
C	2	\$ 18.23	209.34	\$ 30,530.15
C	3	\$ 18.40	209.34	\$ 30,814.85
C	4	\$ 18.69	209.34	\$ 31,300.52
C	5	\$ 20.84	209.34	\$ 34,901.16
C	6	\$ 20.99	209.34	\$ 35,152.37
C	7	\$ 21.15	209.34	\$ 35,420.33
C	8	\$ 21.32	209.34	\$ 35,705.03
C	9	\$ 21.48	209.34	\$ 35,972.99
C	10	\$ 21.64	209.34	\$ 36,240.94
C	L (11)**	\$ 22.50	213.5	\$ 38,430.00
E	~~L (11)***~~	~~\$ 22.50~~	~~217.67~~	~~\$ 39,180.60~~

* 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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2026/27 OFFICE PROFESSIONAL SALARY SCHEDULE 9 MONTH EMPLOYEES

Includes 2.5% increase from the 2025/26 hourly rates

CLASS	STEP	2026/27 Hourly	Paid Days w/Pay in Lieu of Vacation *	Salary
C	1	\$ 18.05	200.506	\$ 28,953.07
C	2	\$ 18.23	200.506	\$ 29,241.80
C	3	\$ 18.40	200.506	\$ 29,514.48
C	4	\$ 18.69	200.506	\$ 29,979.66
C	5	\$ 20.84	200.506	\$ 33,428.36
C	6	\$ 20.99	200.506	\$ 33,668.97
C	7	\$ 21.15	200.506	\$ 33,925.62
C	8	\$ 21.32	200.506	\$ 34,198.30
C	9	\$ 21.48	200.506	\$ 34,454.95
C	10	\$ 21.64	200.506	\$ 34,711.60
C	L (11)**	\$ 22.50	204.25	\$ 36,765.00
E	~~L (11)***~~	~~\$ 22.50~~	~~227.25~~	~~\$ 40,905.00~~

* 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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