

**Appendix A**

**AAAA Salary Schedule 2023-2024 Draft**

*Includes 2% increase on Base Pay; Addition of Step 9 Longevity*

<b>Category 1 (261 days) HS Principal</b>					<b>Category IV (210 days) Class Principal/HS; Athletic Director</b>				
	Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)		Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)
Step 1	\$122,431	\$122,931	\$123,431	\$124,931	Step 1	\$99,437	\$99,937	\$100,437	\$101,937
Step 2	\$124,579	\$125,079	\$125,579	\$127,079	Step 2	\$101,157	\$101,657	\$102,157	\$103,657
Step 3	\$126,759	\$127,259	\$127,759	\$129,259	Step 3	\$102,907	\$103,407	\$103,907	\$105,407
Step 4	\$128,974	\$129,474	\$129,974	\$131,474	Step 4	\$104,685	\$105,185	\$105,685	\$107,185
Step 5	\$131,235	\$131,735	\$132,235	\$133,735	Step 5	\$106,496	\$106,996	\$107,496	\$108,996
Step 6	\$133,537	\$134,037	\$134,537	\$136,037	Step 6	\$108,337	\$108,837	\$109,337	\$110,837
Step 7	\$135,872	\$136,372	\$136,872	\$138,372	Step 7	\$110,211	\$110,711	\$111,211	\$112,711
Step 8	\$141,359	\$141,859	\$142,359	\$143,859	Step 8	\$114,808	\$115,308	\$115,808	\$117,308
Longevity*	\$142,772	\$143,272	\$143,772	\$145,272	Longevity*	\$115,956	\$116,456	\$116,956	\$118,456

  

<b>Category II (261 days) HS Dean; Pathway Principal</b>					<b>Category V (210 days) MS Assistant Principal; Assistant Dean; Assistant Director</b>				
	Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)		Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)
Step 1	\$112,935	\$113,435	\$113,935	\$115,435	Step 1	\$97,158	\$97,658	\$98,158	\$99,658
Step 2	\$114,903	\$115,403	\$115,903	\$117,403	Step 2	\$98,864	\$99,364	\$99,864	\$101,364
Step 3	\$117,026	\$117,526	\$118,026	\$119,526	Step 3	\$100,604	\$101,104	\$101,604	\$103,104
Step 4	\$119,079	\$119,579	\$120,079	\$121,579	Step 4	\$102,366	\$102,866	\$103,366	\$104,866
Step 5	\$121,054	\$121,554	\$122,054	\$123,554	Step 5	\$104,151	\$104,651	\$105,151	\$106,651
Step 6	\$123,177	\$123,677	\$124,177	\$125,677	Step 6	\$105,969	\$106,469	\$106,969	\$108,469
Step 7	\$125,329	\$125,829	\$126,329	\$127,829	Step 7	\$107,823	\$108,323	\$108,823	\$110,323
Step 8	\$130,453	\$130,953	\$131,453	\$132,953	Step 8	\$113,156	\$113,656	\$114,156	\$115,656
Longevity*	\$131,757	\$132,257	\$132,757	\$134,257	Longevity*	\$114,287	\$114,787	\$115,287	\$116,787

  

<b>Category III - A (215 days) Elem. Principal; MS Principal</b>					<b>Category VI (210 days) EL Assistant Principals</b>				
<b>Category III-B (261 days) Director Career &amp; Tech. Ed.; Staff Development; Red &amp; Ed</b>						Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)
Step 1	\$104,869	\$105,369	\$105,869	\$107,369	Step 1	\$96,315	\$96,815	\$97,315	\$98,815
Step 2	\$106,705	\$107,205	\$107,705	\$109,205	Step 2	\$98,004	\$98,504	\$99,004	\$100,504
Step 3	\$108,573	\$109,073	\$109,573	\$111,073	Step 3	\$99,724	\$100,224	\$100,724	\$102,224
Step 4	\$110,486	\$110,986	\$111,486	\$112,986	Step 4	\$101,482	\$101,982	\$102,482	\$103,982
Step 5	\$112,430	\$112,930	\$113,430	\$114,930	Step 5	\$103,251	\$103,751	\$104,251	\$105,751
Step 6	\$114,396	\$114,896	\$115,396	\$116,896	Step 6	\$105,052	\$105,552	\$106,052	\$107,552
Step 7	\$116,396	\$116,896	\$117,396	\$118,896	Step 7	\$106,886	\$107,386	\$107,886	\$109,386
Step 8	\$121,214	\$121,714	\$122,214	\$123,714	Step 8	\$111,246	\$111,746	\$112,246	\$113,746
Longevity*	\$122,426	\$122,926	\$123,426	\$124,926	Longevity*	\$112,359	\$112,859	\$113,359	\$114,859

\* Longevity = After 11 years of service in the AAAA bargaining unit, based on seniority date as of 9/30 of given year, AAAA members will receive a 1% on Step 8 Base Pay

The Superintendent may withhold salary improvements, in whole or in part, when the Administrator's performance is judged to be failing in any one of the categories in the written evaluation or when the average of all the categories is Ineffective and Minimally Effective

Each Year HS Class Principals and Assistant Deans may work 25 additional days total, per school, at the end of their current contractual year. MS Principals and MS Assistant Principals may work 20 additional days total, per school, at the end of their current contractual year. Elementary Principals and Elementary Assistant Principals may work 5 additional days total, per school, at the end of their current contractual year. SISS AD's may work 20 additional days, in total, at the end of their current contractual year. Preschool Director and Assistant Director may work 20 additional days, in total, at the end of their current contractual year. Members will be paid at the supplemental rate for the additional days. Each school or group will submit a work plan to the Executive Director of their level detailing the work to be performed and the days the work will occur. From this allotment, the Superintendent, or designee, may require up to 4 days, at the end of their current contract, for Professional Development. Notification will happen by February 1st for any required Professional Development outside the contractual work year. Any PD scheduled in July will be mutually agreed upon.

*The Ann Arbor Public Schools understands the value of the professional growth and development of the leadership team. An advanced degree represents a commendable commitment to improving one's leadership capacity and quality in service to the students, staff and family of the Ann Arbor community. As such, any member of the AAAA who holds an advanced degree, related to the field of education, will receive an increased value to their salary as noted above. Such rates are a flat rate addition to the base pay.*

Supplemental hourly rate: \$64.46; future hourly rate to increase by same percentage as increase to overall salary table.