

**2024/25 SALARY SCHEDULE**

**AAEA TEACHERS**

*1.5% increase from 2023/24 and full step movement*

DEGREE / STEP	BA	BA + 30	MA	MA + 30 or BA + 60W/MA	ED. SPEC.	BA + 90/MA	PH.D.
Step 3	\$45,910	\$49,752	\$52,487	\$53,953	\$55,297	\$56,808	\$58,440
Step 4	\$48,552	\$53,052	\$56,015	\$57,537	\$58,960	\$60,489	\$62,223
Step 5	\$51,372	\$56,803	\$59,618	\$61,259	\$62,706	\$64,298	\$66,032
Step 6	\$54,194	\$59,766	\$63,385	\$65,027	\$66,516	\$68,136	\$69,979
Step 7	\$57,057	\$63,598	\$67,157	\$68,929	\$70,414	\$72,070	\$73,963
Step 8	\$60,047	\$67,027	\$70,968	\$72,991	\$74,588	\$76,447	\$78,578
Step 9	\$63,070	\$70,425	\$74,838	\$77,051	\$78,692	\$80,877	\$83,105
Step 10	\$66,184	\$73,972	\$78,754	\$80,753	\$82,490	\$84,647	\$86,962
Step 11	\$70,683	\$79,070	\$84,323	\$86,145	\$88,013	\$90,186	\$92,634
<i>1% on schedule added for HE = Highly Effective or E = Effective</i>	<b>\$71,389</b>	<b>\$79,860</b>	<b>\$85,167</b>	<b>\$87,007</b>	<b>\$88,893</b>	<b>\$91,088</b>	<b>\$93,560</b>
<b>L1</b>	\$71,389	\$79,860	\$85,167	\$87,007	\$88,893	\$91,088	\$93,560
<i>1% on schedule added for HE = Highly Effective or E = Effective</i>	<b>\$72,104</b>	<b>\$80,659</b>	<b>\$86,019</b>	<b>\$87,878</b>	<b>\$89,782</b>	<b>\$91,999</b>	<b>\$94,495</b>
<b>L2</b>	\$72,847	\$81,402	\$86,760	\$88,618	\$90,524	\$92,740	\$95,237
<i>1% on schedule added for HE = Highly Effective or E = Effective</i>	<b>\$73,575</b>	<b>\$82,216</b>	<b>\$87,628</b>	<b>\$89,504</b>	<b>\$91,429</b>	<b>\$93,667</b>	<b>\$96,189</b>

**The value of L2 includes additional \$750 per the 03-2023 Tentative Agreement**

Teacher Base pay     \$           41.59  
Appendix V Points     \$           7.57

**Longevity:**

*L1\* (1% higher than step 11.) Teachers with 10 years or more years of experience completed in Ann Arbor Public Schools under the AAEA collective bargaining agreement as of 9/30 of that applicable year (i.e. for 2023/24 it would be based on 9/30/2023).*

*L2\*\* (2% higher than step 11.) Teachers with 14 years or more years of experience completed in Ann Arbor Public Schools under the AAEA collective bargaining agreement as of 9/30 of that applicable year (i.e. for 2023/24 it would be based on 9/30/2023).*

*A \$2,500 longevity payment will be paid to members annually who have completed seventeen (17) or more years of service as of 9/30 of the applicable year with Ann Arbor Public Schools under the AAEA collective bargaining agreement on the second pay of December beginning in the 2023/24 school year.*