

**Appendix A**

**AAAA Salary Schedule 2024-25 DRAFT**

*Includes 1.5% increase on Base Pay*

<b>Category I (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	\$124,267	\$124,767	\$125,267	\$126,767	Step 1	\$100,929	\$101,429	\$101,929	\$103,429
Step 2	\$126,448	\$126,948	\$127,448	\$128,948	Step 2	\$102,674	\$103,174	\$103,674	\$105,174
Step 3	\$128,660	\$129,160	\$129,660	\$131,160	Step 3	\$104,451	\$104,951	\$105,451	\$106,951
Step 4	\$130,909	\$131,409	\$131,909	\$133,409	Step 4	\$106,255	\$106,755	\$107,255	\$108,755
Step 5	\$133,204	\$133,704	\$134,204	\$135,704	Step 5	\$108,093	\$108,593	\$109,093	\$110,593
Step 6	\$135,540	\$136,040	\$136,540	\$138,040	Step 6	\$109,962	\$110,462	\$110,962	\$112,462
Step 7	\$137,910	\$138,410	\$138,910	\$140,410	Step 7	\$111,864	\$112,364	\$112,864	\$114,364
Step 8	\$143,479	\$143,979	\$144,479	\$145,979	Step 8	\$116,530	\$117,030	\$117,530	\$119,030
Longevity*	\$144,914	\$145,414	\$145,914	\$147,414	Longevity*	\$117,695	\$118,195	\$118,695	\$120,195

  

<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	\$114,629	\$115,129	\$115,629	\$117,129	Step 1	\$98,615	\$99,115	\$99,615	\$101,115
Step 2	\$116,627	\$117,127	\$117,627	\$119,127	Step 2	\$100,347	\$100,847	\$101,347	\$102,847
Step 3	\$118,781	\$119,281	\$119,781	\$121,281	Step 3	\$102,113	\$102,613	\$103,113	\$104,613
Step 4	\$120,865	\$121,365	\$121,865	\$123,365	Step 4	\$103,901	\$104,401	\$104,901	\$106,401
Step 5	\$122,870	\$123,370	\$123,870	\$125,370	Step 5	\$105,713	\$106,213	\$106,713	\$108,213
Step 6	\$125,025	\$125,525	\$126,025	\$127,525	Step 6	\$107,559	\$108,059	\$108,559	\$110,059
Step 7	\$127,209	\$127,709	\$128,209	\$129,709	Step 7	\$109,440	\$109,940	\$110,440	\$111,940
Step 8	\$132,410	\$132,910	\$133,410	\$134,910	Step 8	\$114,853	\$115,353	\$115,853	\$117,353
Longevity*	\$133,733	\$134,233	\$134,733	\$136,233	Longevity*	\$116,001	\$116,501	\$117,001	\$118,501

  

<b>Category III - A (215 days) Elem. Principal; MS Principal</b>					<b>Category VI (210 days) EL Assistant Principals</b>				
	Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)		Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)
Step 1	\$106,442	\$106,942	\$107,442	\$108,942	Step 1	\$97,760	\$98,260	\$98,760	\$100,260
Step 2	\$108,306	\$108,806	\$109,306	\$110,806	Step 2	\$99,474	\$99,974	\$100,474	\$101,974
Step 3	\$110,202	\$110,702	\$111,202	\$112,702	Step 3	\$101,220	\$101,720	\$102,220	\$103,720
Step 4	\$112,143	\$112,643	\$113,143	\$114,643	Step 4	\$103,004	\$103,504	\$104,004	\$105,504
Step 5	\$114,116	\$114,616	\$115,116	\$116,616	Step 5	\$104,800	\$105,300	\$105,800	\$107,300
Step 6	\$116,112	\$116,612	\$117,112	\$118,612	Step 6	\$106,628	\$107,128	\$107,628	\$109,128
Step 7	\$118,142	\$118,642	\$119,142	\$120,642	Step 7	\$108,489	\$108,989	\$109,489	\$110,989
Step 8	\$123,032	\$123,532	\$124,032	\$125,532	Step 8	\$112,915	\$113,415	\$113,915	\$115,415
Longevity*	\$124,262	\$124,762	\$125,262	\$126,762	Longevity*	\$114,044	\$114,544	\$115,044	\$116,544

\* 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: \$65.43; future hourly rate to increase by same percentage as increase to overall salary table.