

2026-27 SALARY SCHEDULE

AAEA TEACHERS

1.5% increase from 2025/26 and full step movement (Sept 26-Dec 26)

	BA	BA + 30	MA	MA + 30 or BA + 60W/MA or 2 MA	ED. SPEC.	BA + 90/MA	PH.D.
Step 3	\$47,298	\$51,256	\$54,073	\$55,584	\$56,968	\$58,525	\$60,206
Step 4	\$50,019	\$54,655	\$57,708	\$59,276	\$60,742	\$62,317	\$64,104
Step 5	\$52,925	\$58,520	\$61,420	\$63,111	\$64,601	\$66,241	\$68,028
Step 6	\$55,832	\$61,572	\$65,301	\$66,992	\$68,526	\$70,195	\$72,094
Step 7	\$58,782	\$65,520	\$69,187	\$71,012	\$72,542	\$74,248	\$76,199
Step 8	\$61,862	\$69,053	\$73,113	\$75,197	\$76,842	\$78,758	\$80,953
Step 9	\$64,976	\$72,554	\$77,100	\$79,380	\$81,070	\$83,322	\$85,617
Step 10	\$68,184	\$76,208	\$81,134	\$83,194	\$84,983	\$87,205	\$89,590
Step 11	\$72,819	\$81,460	\$86,872	\$88,749	\$90,673	\$92,912	\$95,434
1% on schedule added for E = Effective	\$73,548	\$82,274	\$87,740	\$89,636	\$91,580	\$93,841	\$96,388
L1	\$73,548	\$82,274	\$87,740	\$89,636	\$91,580	\$93,841	\$96,388
1% on schedule added for E = Effective	\$74,283	\$83,097	\$88,618	\$90,533	\$92,496	\$94,779	\$97,352
L2	\$75,026	\$83,839	\$89,359	\$91,274	\$93,237	\$95,520	\$98,093
1% on schedule added for E = Effective	\$75,776	\$84,677	\$90,253	\$92,186	\$94,169	\$96,475	\$99,073

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

Teacher Base pay \$ 42.84
Appendix V Points \$ 7.80

Longevity:

L1* (1% higher than step 11.) Teachers with 11 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 2025/26 it would be based on 9/30/2025).

L2** (2% higher than step 11.) Teachers with 15 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 2025/26 it would be based on 9/30/2025).

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.

2026-27 SALARY SCHEDULE

AAEA TEACHERS

1.5% increase from 2025/26 and full step movement (Jan 27-June 27)

	BA	BA + 30	MA	MA + 30 or BA + 60W/MA or 2 MA	ED. SPEC.	BA + 90/MA	PH.D.
Step 3	\$47,298	\$51,256	\$54,073	\$55,584	\$56,968	\$58,525	\$60,206
Step 4	\$50,019	\$54,655	\$57,708	\$59,276	\$60,742	\$62,317	\$64,104
Step 5	\$52,925	\$58,520	\$61,420	\$63,111	\$64,601	\$66,241	\$68,028
Step 6	\$55,832	\$61,572	\$65,301	\$66,992	\$68,526	\$70,195	\$72,094
Step 7	\$58,782	\$65,520	\$69,187	\$71,012	\$72,542	\$74,248	\$76,199
Step 8	\$61,862	\$69,053	\$73,113	\$75,197	\$76,842	\$78,758	\$80,953
Step 9	\$64,976	\$72,554	\$77,100	\$79,380	\$81,070	\$83,322	\$85,617
Step 10	\$68,184	\$76,208	\$81,134	\$83,194	\$84,983	\$87,205	\$89,590
Step 11	\$72,819	\$81,460	\$86,872	\$88,749	\$90,673	\$92,912	\$95,434
1% on schedule added for E = Effective	\$73,548	\$82,274	\$87,740	\$89,636	\$91,580	\$93,841	\$96,388
Step 12	\$75,732	\$84,718	\$90,347	\$92,299	\$94,300	\$96,628	\$99,251
1% on schedule added for E = Effective	\$76,489	\$85,565	\$91,250	\$93,222	\$95,243	\$97,595	\$100,244
L1	\$76,489	\$85,565	\$91,250	\$93,222	\$95,243	\$97,595	\$100,244
1% on schedule added for E = Effective	\$77,254	\$86,421	\$92,162	\$94,154	\$96,196	\$98,571	\$101,246
L2	\$77,997	\$87,163	\$92,903	\$94,895	\$96,936	\$99,311	\$101,986
1% on schedule added for E = Effective	\$78,777	\$88,034	\$93,832	\$95,844	\$97,905	\$100,304	\$103,006

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

Teacher Base pay \$ 42.84
Appendix V Points \$ 7.80

Longevity:

L1* (1% higher than step 12.) Teachers with 11 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 2025/26 it would be based on 9/30/2025).

L2** (2% higher than step 12.) Teachers with 15 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 2025/26 it would be based on 9/30/2025).

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.

Handwritten signature and date:
9.24.26 Antea Sfel
9/23/26

Memorandum of Agreement

between

The Ann Arbor Education Association

and

The Ann Arbor Board of Education

Longevity Level Placement Exceptions Beginning January 1, 2027

The Ann Arbor Education Association and the Ann Arbor Board of Education are committed to equitably compensating employees on the longevity levels of the 2026-27 salary schedule resulting from the transition from the September – December portion of the 2026-27 salary schedule to the January – June portion. The following understanding is reached between the parties with respect to contractual salary obligations.

- All employees placed on L1 or L1 “1% on schedule added for E = Effective” at the beginning of the 2026-27 school year with less than 11 years or more years of experience completed in Ann Arbor Public Schools under the AAEA collective bargaining agreement as of 9/30, shall remain on L1 or L1 “1% on schedule added for E = Effective” when the district transitions to the new salary schedule on January 1, 2027.
- All employees placed on L2 or L2 “1% on schedule added for E = Effective” at the beginning of the 2026-27 school year with less than 15 years or more years of experience completed in Ann Arbor Public Schools under the AAEA collective bargaining agreement as of 9/30, shall remain on L2 or L2 “1% on schedule added for E = Effective” when the district transitions to the new salary schedule on January 1, 2027.

This Memorandum of Agreement constitutes the entire understanding and agreement reached by the parties with respect to this matter.

ANN ARBOR PUBLIC SCHOOLS

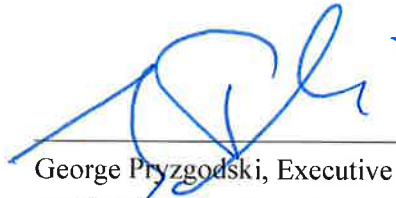


Shonta Langford, Assistant Superintendent
Ann Arbor Public Schools

9/24/26

Date

ANN ARBOR EDUCATION ASSOCIATION



George Pryzgodski, Executive Director
3C Coordinating Council

9.24.26

Date