

2025/26 SALARY SCHEDULE

AAEA TEACHERS

1.5% increase from 2024/25 and full step movement

	BA	BA + 30	MA	MA + 30 or BA + 60W/MA or 2 MA	ED. SPEC.	BA + 90/MA	PH.D.
Step 3	\$46,599	\$50,498	\$53,274	\$54,762	\$56,126	\$57,660	\$59,317
Step 4	\$49,280	\$53,848	\$56,855	\$58,400	\$59,844	\$61,396	\$63,156
Step 5	\$52,143	\$57,655	\$60,512	\$62,178	\$63,647	\$65,262	\$67,022
Step 6	\$55,007	\$60,662	\$64,336	\$66,002	\$67,514	\$69,158	\$71,029
Step 7	\$57,913	\$64,552	\$68,164	\$69,963	\$71,470	\$73,151	\$75,072
Step 8	\$60,948	\$68,032	\$72,033	\$74,086	\$75,707	\$77,594	\$79,757
Step 9	\$64,016	\$71,481	\$75,961	\$78,207	\$79,872	\$82,090	\$84,352
Step 10	\$67,177	\$75,082	\$79,935	\$81,964	\$83,727	\$85,917	\$88,266
Step 11	\$71,743	\$80,256	\$85,588	\$87,437	\$89,333	\$91,539	\$94,024
1% on schedule added for E = Effective	\$72,461	\$81,059	\$86,444	\$88,312	\$90,227	\$92,454	\$94,964
L1	\$72,461	\$81,059	\$86,444	\$88,312	\$90,227	\$92,454	\$94,964
1% on schedule added for E = Effective	\$73,185	\$81,869	\$87,308	\$89,195	\$91,129	\$93,379	\$95,913
L2	\$73,928	\$82,611	\$88,050	\$89,936	\$91,870	\$94,120	\$96,654
1% on schedule added for E = Effective	\$74,667	\$83,437	\$88,930	\$90,835	\$92,789	\$95,061	\$97,621

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

Teacher Base pay \$ 42.21
Appendix V Points \$ 7.68

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.

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9.24.26

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9/23/26