

Appendix A

AAAA Salary Schedule 2026-2027 Draft

Includes 2.5% increase on Base Pay

Category 1 (261 days) HS Principal					Category IV (210 days) Class Principal/HS; Athletic Director				
	Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)		Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)
Step 1	\$129,285	\$129,785	\$130,285	\$131,785	Step 1	\$105,004	\$105,504	\$106,004	\$107,504
Step 2	\$131,553	\$132,053	\$132,553	\$134,053	Step 2	\$106,820	\$107,320	\$107,820	\$109,320
Step 3	\$133,855	\$134,355	\$134,855	\$136,355	Step 3	\$108,668	\$109,168	\$109,668	\$111,168
Step 4	\$136,194	\$136,694	\$137,194	\$138,694	Step 4	\$110,545	\$111,045	\$111,545	\$113,045
Step 5	\$138,582	\$139,082	\$139,582	\$141,082	Step 5	\$112,458	\$112,958	\$113,458	\$114,958
Step 6	\$141,012	\$141,512	\$142,012	\$143,512	Step 6	\$114,402	\$114,902	\$115,402	\$116,902
Step 7	\$143,478	\$143,978	\$144,478	\$145,978	Step 7	\$116,381	\$116,881	\$117,381	\$118,881
Step 8	\$149,272	\$149,772	\$150,272	\$151,772	Step 8	\$121,235	\$121,735	\$122,235	\$123,735
Longevity*	\$150,764	\$151,264	\$151,764	\$153,264	Longevity*	\$122,447	\$122,947	\$123,447	\$124,947

Category II (261 days) HS Dean; Pathway Principal					Category V (210 days) MS Assistant Principal; Assistant Dean; Assistant Director				
	Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)		Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)
Step 1	\$119,257	\$119,757	\$120,257	\$121,757	Step 1	\$102,597	\$103,097	\$103,597	\$105,097
Step 2	\$121,335	\$121,835	\$122,335	\$123,835	Step 2	\$104,398	\$104,898	\$105,398	\$106,898
Step 3	\$123,577	\$124,077	\$124,577	\$126,077	Step 3	\$106,236	\$106,736	\$107,236	\$108,736
Step 4	\$125,745	\$126,245	\$126,745	\$128,245	Step 4	\$108,097	\$108,597	\$109,097	\$110,597
Step 5	\$127,831	\$128,331	\$128,831	\$130,331	Step 5	\$109,981	\$110,481	\$110,981	\$112,481
Step 6	\$130,073	\$130,573	\$131,073	\$132,573	Step 6	\$111,901	\$112,401	\$112,901	\$114,401
Step 7	\$132,345	\$132,845	\$133,345	\$134,845	Step 7	\$113,859	\$114,359	\$114,859	\$116,359
Step 8	\$137,756	\$138,256	\$138,756	\$140,256	Step 8	\$119,491	\$119,991	\$120,491	\$121,991
Longevity*	\$139,133	\$139,633	\$140,133	\$141,633	Longevity*	\$120,685	\$121,185	\$121,685	\$123,185

Category III - A (215 days) Elem. Principal; MS Principal					Category VI (210 days) EL Assistant Principals				
Category III-B (261 days) Director Career & Tech. Ed.; Staff Development; Red & Ed						Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)
Step 1	\$110,740	\$111,240	\$111,740	\$113,240	Step 1	\$101,707	\$102,207	\$102,707	\$104,207
Step 2	\$112,678	\$113,178	\$113,678	\$115,178	Step 2	\$103,490	\$103,990	\$104,490	\$105,990
Step 3	\$114,651	\$115,151	\$115,651	\$117,151	Step 3	\$105,307	\$105,807	\$106,307	\$107,807
Step 4	\$116,671	\$117,171	\$117,671	\$119,171	Step 4	\$107,163	\$107,663	\$108,163	\$109,663
Step 5	\$118,724	\$119,224	\$119,724	\$121,224	Step 5	\$109,031	\$109,531	\$110,031	\$111,531
Step 6	\$120,800	\$121,300	\$121,800	\$123,300	Step 6	\$110,933	\$111,433	\$111,933	\$113,433
Step 7	\$122,912	\$123,412	\$123,912	\$125,412	Step 7	\$112,870	\$113,370	\$113,870	\$115,370
Step 8	\$128,000	\$128,500	\$129,000	\$130,500	Step 8	\$117,474	\$117,974	\$118,474	\$119,974
Longevity*	\$129,279	\$129,779	\$130,279	\$131,779	Longevity*	\$118,649	\$119,149	\$119,649	\$121,149

* 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: \$68.07; future hourly rate to increase by same percentage as increase to overall salary table.