

Appendix A

AAAA Salary Schedule 2025-2026 Draft

Includes 1.5% 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	\$126,131	\$126,631	\$127,131	\$128,631	Step 1	\$102,442	\$102,942	\$103,442	\$104,942
Step 2	\$128,344	\$128,844	\$129,344	\$130,844	Step 2	\$104,214	\$104,714	\$105,214	\$106,714
Step 3	\$130,590	\$131,090	\$131,590	\$133,090	Step 3	\$106,017	\$106,517	\$107,017	\$108,517
Step 4	\$132,872	\$133,372	\$133,872	\$135,372	Step 4	\$107,849	\$108,349	\$108,849	\$110,349
Step 5	\$135,202	\$135,702	\$136,202	\$137,702	Step 5	\$109,715	\$110,215	\$110,715	\$112,215
Step 6	\$137,573	\$138,073	\$138,573	\$140,073	Step 6	\$111,611	\$112,111	\$112,611	\$114,111
Step 7	\$139,979	\$140,479	\$140,979	\$142,479	Step 7	\$113,542	\$114,042	\$114,542	\$116,042
Step 8	\$145,632	\$146,132	\$146,632	\$148,132	Step 8	\$118,278	\$118,778	\$119,278	\$120,778
Longevity*	\$147,087	\$147,587	\$148,087	\$149,587	Longevity*	\$119,461	\$119,961	\$120,461	\$121,961

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	\$116,348	\$116,848	\$117,348	\$118,848	Step 1	\$100,095	\$100,595	\$101,095	\$102,595
Step 2	\$118,376	\$118,876	\$119,376	\$120,876	Step 2	\$101,852	\$102,352	\$102,852	\$104,352
Step 3	\$120,563	\$121,063	\$121,563	\$123,063	Step 3	\$103,645	\$104,145	\$104,645	\$106,145
Step 4	\$122,678	\$123,178	\$123,678	\$125,178	Step 4	\$105,460	\$105,960	\$106,460	\$107,960
Step 5	\$124,713	\$125,213	\$125,713	\$127,213	Step 5	\$107,299	\$107,799	\$108,299	\$109,799
Step 6	\$126,900	\$127,400	\$127,900	\$129,400	Step 6	\$109,172	\$109,672	\$110,172	\$111,672
Step 7	\$129,117	\$129,617	\$130,117	\$131,617	Step 7	\$111,082	\$111,582	\$112,082	\$113,582
Step 8	\$134,396	\$134,896	\$135,396	\$136,896	Step 8	\$116,576	\$117,076	\$117,576	\$119,076
Longevity*	\$135,739	\$136,239	\$136,739	\$138,239	Longevity*	\$117,741	\$118,241	\$118,741	\$120,241

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)		Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)
Step 1	\$108,039	\$108,539	\$109,039	\$110,539	Step 1	\$99,226	\$99,726	\$100,226	\$101,726
Step 2	\$109,930	\$110,430	\$110,930	\$112,430	Step 2	\$100,966	\$101,466	\$101,966	\$103,466
Step 3	\$111,855	\$112,355	\$112,855	\$114,355	Step 3	\$102,738	\$103,238	\$103,738	\$105,238
Step 4	\$113,825	\$114,325	\$114,825	\$116,325	Step 4	\$104,549	\$105,049	\$105,549	\$107,049
Step 5	\$115,828	\$116,328	\$116,828	\$118,328	Step 5	\$106,372	\$106,872	\$107,372	\$108,872
Step 6	\$117,854	\$118,354	\$118,854	\$120,354	Step 6	\$108,227	\$108,727	\$109,227	\$110,727
Step 7	\$119,914	\$120,414	\$120,914	\$122,414	Step 7	\$110,117	\$110,617	\$111,117	\$112,617
Step 8	\$124,878	\$125,378	\$125,878	\$127,378	Step 8	\$114,608	\$115,108	\$115,608	\$117,108
Longevity*	\$126,126	\$126,626	\$127,126	\$128,626	Longevity*	\$115,755	\$116,255	\$116,755	\$118,255

* 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: \$66.41; future hourly rate to increase by same percentage as increase to overall salary table.