

2023-2024

AAEA TEACHERS

2% increase from 2022/23 and full step movement

DEGREE / STEP	BA	BA + 30	MA	MA + 30 or BA + 60W/MA or 2 MA	ED. SPEC.	BA + 90/MA	PH.D.
Step 3	\$45,232	\$49,017	\$51,711	\$53,156	\$54,480	\$55,968	\$57,576
Step 4	\$47,834	\$52,268	\$55,187	\$56,687	\$58,089	\$59,595	\$61,303
Step 5	\$50,613	\$55,964	\$58,737	\$60,354	\$61,779	\$63,348	\$65,056
Step 6	\$53,393	\$58,883	\$62,448	\$64,066	\$65,533	\$67,129	\$68,945
Step 7	\$56,214	\$62,658	\$66,165	\$67,910	\$69,373	\$71,005	\$72,870
Step 8	\$59,160	\$66,036	\$69,919	\$71,912	\$73,486	\$75,317	\$77,417
Step 9	\$62,138	\$69,384	\$73,732	\$75,912	\$77,529	\$79,682	\$81,877
Step 10	\$65,206	\$72,879	\$77,590	\$79,560	\$81,271	\$83,396	\$85,677
Step 11	\$69,638	\$77,901	\$83,077	\$84,872	\$86,712	\$88,853	\$91,265
<i>1% on schedule added for HE = Highly Effective or E = Effective</i>	\$70,334	\$78,680	\$83,908	\$85,721	\$87,579	\$89,742	\$92,177
L1	\$70,334	\$78,680	\$83,908	\$85,721	\$87,579	\$89,742	\$92,177
<i>1% on schedule added for HE = Highly Effective or E = Effective</i>	\$71,038	\$79,467	\$84,748	\$86,579	\$88,455	\$90,639	\$93,099
L2	\$71,781	\$80,210	\$85,489	\$87,320	\$89,197	\$91,381	\$93,841
<i>1% on schedule added for HE = Highly Effective or E = Effective</i>	\$72,499	\$81,013	\$86,344	\$88,194	\$90,089	\$92,295	\$94,780

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

Teacher Base pay	\$	40.97
Appendix V Points	\$	7.46

Longevity:

L1* (1% higher than step 11.) Teachers with 10 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 2023/24 it would be based on 9/30/2023).

L2** (2% higher than step 11.) Teachers with 14 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 2023/24 it would be based on 9/30/2023).

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.