

**2021-2022  
AAEA TEACHERS**

**1 Step Movement w/1/2 Step Value; 2% on Steps 11, L1, L2**

DEGREE / STEP	BA	BA + 30	MA	MA + 30 BA + 60W/MA 2 MA	ED. SPEC.	BA + 90/MA	PH.D.
Step 3	\$43,906	\$47,580	\$50,195	\$51,598	\$52,883	\$54,327	\$55,887
Step 4	\$46,431	\$50,735	\$53,568	\$55,024	\$56,385	\$57,847	\$59,505
Step 5	\$49,129	\$54,323	\$57,015	\$58,585	\$59,968	\$61,491	\$63,148
Step 6	\$51,827	\$57,156	\$60,617	\$62,188	\$63,612	\$65,161	\$66,924
Step 7	\$54,566	\$60,820	\$64,225	\$65,919	\$67,339	\$68,923	\$70,733
Step 8	\$57,426	\$64,100	\$67,869	\$69,803	\$71,331	\$73,109	\$75,147
Step 9	\$60,316	\$67,350	\$71,570	\$73,687	\$75,256	\$77,346	\$79,477
Step 10	\$63,294	\$70,742	\$75,315	\$77,227	\$78,888	\$80,951	\$83,165
Step 11	\$67,596	\$75,616	\$80,641	\$82,383	\$84,169	\$86,247	\$88,589
<i>1% on schedule added for HE &amp; E</i>	<b>\$68,272</b>	<b>\$76,372</b>	<b>\$81,447</b>	<b>\$83,207</b>	<b>\$85,011</b>	<b>\$87,109</b>	<b>\$89,475</b>
L1	\$68,272	\$76,372	\$81,447	\$83,207	\$85,011	\$87,109	\$89,475
<i>1% on schedule added for HE &amp; E</i>	<b>\$68,955</b>	<b>\$77,136</b>	<b>\$82,261</b>	<b>\$84,039</b>	<b>\$85,861</b>	<b>\$87,980</b>	<b>\$90,370</b>
L2	\$68,948	\$77,128	\$83,004	\$84,031	\$85,852	\$87,972	\$90,361
<i>1% on schedule added for HE &amp; E</i>	<b>\$69,637</b>	<b>\$77,899</b>	<b>\$84,584</b>	<b>\$84,871</b>	<b>\$86,711</b>	<b>\$88,852</b>	<b>\$91,265</b>

HE = Highly Effective; E = Effective

The value of MA L2 includes additional \$750 per the 2017/18 Collective Bargaining Agreement

**Longevity:**

L1 and L2 for the 2021-22 school year to be paid in accordance with the Memo of Agreement dated 1/28/2021

**Previous Longevity Language**

L1\* (1% higher than step 11.) Teachers with 10 years or more years of experience  
(Calculated from seniority date) in Ann Arbor by 9/30/17 will be placed on L1.

L2\*\* (2% higher than step 11.) Teachers with 14 years or more years of experience  
(Calculated from seniority date) in Ann Arbor by 9/30/17 will be placed on L2.