

1, 2012 will have the option of joining in the first thirty (30) days of employment. All costs of the long-term disability plan will be borne by the AEA member

## ARTICLE XVII SALARIES & BENEFITS

### A. WAGES

FY25							
Step	BA	BA30	MA	MA15	MA30	MA45	MA60
1	\$51,531 <i>For stipend formula only</i>						
2	\$53,591		\$61,169	\$64,027	\$67,019	\$70,491	\$75,183
3	\$54,129		\$63,615	\$66,586	\$69,700	\$73,310	\$76,736
4	\$56,294		\$66,157	\$69,251	\$72,487	\$76,244	\$79,806
5	\$58,544		\$68,806	\$72,021	\$77,022	\$79,296	\$82,999
6	\$60,886		\$71,557	\$73,505	\$78,403	\$82,465	\$86,321
7	\$63,322		\$74,421	\$77,899	\$81,540	\$85,633	\$89,773
8	\$65,856		\$77,395	\$81,014	\$84,802	\$89,194	\$93,364
9	\$68,561		\$80,493	\$84,255	\$86,798	\$92,763	\$97,098
10	\$71,226		\$84,670	\$87,196	\$92,164	\$99,166	\$101,951
11				\$94,145	\$97,223	\$100,276	\$103,063
12	\$77,273	\$81,916	\$93,643				
13				\$99,775	\$102,976	\$106,152	\$109,051
	Longevity Steps						
14							
15							
16	\$78,148	\$82,791	\$94,519	\$100,651	\$103,852	\$107,027	\$109,927
17							
18							
19							
20							
21	\$79,281	\$83,924	\$95,652	\$101,784	\$104,985	\$108,160	\$111,060
22							
23							
24							
25							
26	\$80,672	\$85,315	\$97,042	\$103,174	\$106,375	\$109,551	\$112,450
27							
28							
29	\$82,217	\$86,860	\$98,587	\$104,719	\$107,920	\$111,096	\$113,995

FY26							
Step	BA	BA30	MA	MA15	MA30	MA45	MA60
1	\$53,077 <i>For stipend formula only</i>						
2	\$55,199		\$63,004	\$65,948	\$69,030	\$72,606	\$77,438
3	\$55,752		\$65,523	\$68,584	\$71,791	\$75,510	\$79,038
4	\$57,982		\$68,142	\$71,329	\$74,662	\$78,531	\$82,201
5	\$60,300		\$70,870	\$74,181	\$79,333	\$81,674	\$85,489
6	\$62,713		\$73,704	\$75,710	\$80,755	\$84,939	\$88,911
7	\$65,222		\$76,653	\$80,236	\$83,986	\$88,202	\$92,466
8	\$67,832		\$79,717	\$83,444	\$87,346	\$91,870	\$96,165
9	\$70,618		\$82,908	\$86,783	\$89,402	\$95,546	\$100,011
10	\$73,362		\$87,210	\$89,812	\$94,929	\$102,141	\$105,010
11				\$96,969	\$100,139	\$103,284	\$106,155
12	\$79,591	\$84,373	\$96,453				
13				\$102,768	\$106,066	\$109,336	\$112,323
Longevity Steps							
14							
15							
16	\$80,493	\$85,275	\$97,355	\$103,670	\$106,967	\$110,238	\$113,225
17							
18							
19							
20							
21	\$81,660	\$86,442	\$98,522	\$104,837	\$108,134	\$111,405	\$114,392
22							
23							
24							
25							
26	\$83,092	\$87,874	\$99,954	\$106,269	\$109,567	\$112,837	\$115,824
27							
28							
29	\$84,683	\$89,466	\$101,545	\$107,861	\$111,158	\$114,429	\$117,415

**FY27**

<b>Step</b>	<b>BA</b>	<b>BA30</b>	<b>MA</b>	<b>MA15</b>	<b>MA30</b>	<b>MA45</b>	<b>MA60</b>
1	\$54,669 <i>For stipend formula only</i>						
2	\$56,855		\$64,894	\$67,926	\$71,100	\$74,784	\$79,761
3	\$57,425		\$67,489	\$70,642	\$73,945	\$77,775	\$81,409
4	\$59,722		\$70,186	\$73,468	\$76,902	\$80,887	\$84,667
5	\$62,110		\$72,996	\$76,407	\$81,713	\$84,125	\$88,054
6	\$64,594		\$75,915	\$77,981	\$83,177	\$87,487	\$91,578
7	\$67,179		\$78,953	\$82,643	\$86,506	\$90,848	\$95,240
8	\$69,867		\$82,109	\$85,947	\$89,966	\$94,626	\$99,050
9	\$72,736		\$85,396	\$89,386	\$92,084	\$98,412	\$103,011
10	\$75,563		\$89,827	\$92,506	\$97,777	\$105,206	\$108,160
11				\$99,879	\$103,144	\$106,382	\$109,339
12	\$81,979	\$86,905	\$99,346				
13				\$105,851	\$109,248	\$112,616	\$115,692
Longevity Steps							
14							
15							
16							
17	\$82,907	\$87,833	\$100,275	\$106,780	\$110,176	\$113,545	\$116,621
18							
19							
20							
21	\$84,109	\$89,035	\$101,477	\$107,982	\$111,378	\$114,747	\$117,823
22							
23							
24							
25							
26	\$85,585	\$90,511	\$102,952	\$109,457	\$112,854	\$116,222	\$119,298
27							
28							
29	\$87,224	\$92,150	\$104,591	\$111,096	\$114,493	\$117,862	\$120,938

Teachers cannot move to the Masters column without holding a valid Masters degree from an accredited college or university

Effective August 15, 2014, the BA30 lane shall be closed to all employees who were not in the BA30 lane during the 2013-2014 work year. When no employees remain in the BA30 lane, the BA30 lane shall be eliminated.

Effective July 1, 2024, Step 1 will no longer be active, but the numbering of the steps shall remain the same. All new members hired after July 1, 2024 who would otherwise be initially placed on Step 1, will be placed on Step 2 for their first year, remain on Step 2 for their second year, proceed to Step 3 in their 3rd year, and then continue to advance throughout the proceeding steps per the contract