

Tentative Agreement
Between
The Ann Arbor Board of Education
And
AAEA – Teachers

- 2 year contract:
 - 2017-2018 and
 - 2018-2019

- 2017-2018
 - Steps 10 (L1, L2) 1% on schedule for Highly Effective and Effective only
 - Full step advancement (all steps), Highly Effective & Effective only (no delay)
 - Health care cap increase 2%
 - \$750 on schedule increase to MA Lane, Step L2

- 2018-2019
 - Steps 10 (L1, L2) 1% on schedule for Highly Effective and Effective only
 - Full step advancement (all steps) Highly Effective and Effective only, with delayed payment in December 2018.
 - Health care cap increase 3%
 - \$750 on schedule increase to MA Lane, Step L2 – will be paid regardless of fund balance

All above contingent on greater or equal to 9.5% Fund Balance of audited revenues according to audit report to be released no later than December of the fiscal year. All step advancement and 1% on schedule increase to Step 10, L1 & L2 will freeze and health care cap will remain at the 2017-2018 level if audited fund balance is less than 9.5%.

- If Fund Balance greater or equal to 11% of revenues, then 0.1% on schedule
- If Fund Balance greater or equal to 12% of revenues, then 0.2% on schedule

- 2017-2018 and 2018-2019
 - MESSA RX rider – 90 day prescription
 - Open Enrollment to be held in May and December 2018
 - 2 additional Personal Business days from sick day allotment, not to be used on payday Fridays; day before or after a holiday (current language, Articles 6.332 and 6.333); teacher to secure substitute.
 - The District will print 200 copies only of the AAEA CBA for the union (Article 10.116)
 - 3rd Party TPA (Article 3.111) – Agree to send to RFP, with joint agreement between AAEA and other District employee groups serving on the committee
 - Make language changes impacting open enrollment and adding 457(b) plans (as reflected in May 9, 2017 District proposal.

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- PLC
 - Co-chairs (Association and District)
 - Membership: 2 co-chairs and 4 teammates from each party (10 total)
 - Training for team in Fall 2017
 - The team will meet at a minimum of twice per month (calendar to be set)
 - Team will jointly select 4 elementary, 1 middle and 1 high school for a trial run at the start of second semester (20% at each level)
 - Team will share progress monthly with problem solving
 - Full implementation year 2

- 30 minute special area or planning block (elementary) largest block feasible. Joint review September 29. Non-grievable. Article 7.332.

- Joint written communication upon TA

- Joint working group to analyze salary scale

- Joint IBB training for both teams, and IBB negotiations in 2019-2020

- 2017-2018 Calendar (See attached supplemental documents)
 - No after school meetings on 5th Wednesday in May
 - November 7, 2017: MS and HS PD (1/2 day); elementary report card writing (1/2 day)
 - Refer to staff meeting schedule
 - November 1 –District PD, Elementary; Building PD, MS and HS
 - Elementary staff meetings will not last longer than 5:30 p.m.
 - MS staff meetings => 75 minutes
 - District meetings go 90 minutes
 - Building based meetings 75 minutes

- 2018-2019 Calendar (See attached supplemental documents)
 - November Election Day 2018: MS and HS PD (1/2 day); elementary report card writing (1/2 day)
 - Refer to staff meeting schedule

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- November 7, 2018 –District PD, Elementary; Building PD, MS and HS

All other provisions of the agreement shall remain in full force and effect as required by law during negotiations and until the agreement is terminated. No step increases or other increases to employee pay raises, compensation, or fringe benefits shall occur after June 30, 2019 unless otherwise agreed to in writing.

ANN ARBOR PUBLIC SCHOOLS

AAEA Teachers

David A. Comsa
David A Comsa
Deputy Superintendent
Human Resources and General Counsel
6-27-17
Date

George Przygodski
George Przygodski
3C Executive Director
6-27-17
Date