

**Tentative Agreement between
Ann Arbor Public Schools
and the AAEA
June 13, 2019**

2 year agreement:

Year 1 - July 1, 2019 to June 30, 2020

Year 2 - July 1, 2020 to December 31, 2021

- Financial Opener for Fall 2019
 - Meeting set for September 16, 2019 @ 10 AM-12 PM to discuss benefit options
 - Meeting set for December 11, 2019 @ 10 AM-12 PM to discuss other financials which shall include:
 - Articles 6 (personnel benefits)
 - 7.123 (weighted count)
 - 7.130 (class size)
 - Appendix IV (Salary Schedule)
 - Appendix V (Supplemental Pay)
 - Appendix VI (School Hours, Calendar and Pay Dates)
 - Appendix VII (Approved Carriers for Fringe Benefits and Annuities)
 - Appendix X (Minimum Long Term Disability Benefits)
 - Appendix XII (Fringe Benefits Options)
 - Financial opener for Fall 2020 dates to be determined. Same articles above will be open for consideration.
- Calendars
 - 2019-2020 as set by Committee
 - 2020-2021 to be a side table bargain in Spring 2020
- Professional Development
 - 2019-2020 as set by Committee
 - 2020-2021 to be a side table bargain in Spring 2020
- Article 6.211.4.1 - district will contribute an additional 1% to the current health care cap starting July 1, 2019. The cap will be \$13,350.97.
- For the balance of the 2 year agreement the salary team will continue absent written agreement of the parties

**Tentative Agreement between
Ann Arbor Public Schools
and the AAEA
June 13, 2019**

- Ann Arbor Public Schools will immediately respond to requested PERA information from the AAEA
- Article 6.331 during the 2019-20 school year, an additional Sick Leave Day may be utilized as Personal Leave Day, not to be used on payday Fridays; the day before or after a holiday (current language, Articles 6.332 and 6.333); teacher to secure a substitute *DAC*
- On the day before or after a holiday break up to 25 members (per day) of the AAEA bargaining unit may use a Personal Leave day from their allotted time. The days will be granted on a first come, first serve basis and request must be made ^{*at least*} 5 work days prior to date of request and must be sent via email to hr_specialholidayrequest@aaps.k12.mi.us
- A committee will be formed to analyze and review logistical issues which may arise for year two of the contract as a result of the December 31st expiration date.

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 unless otherwise agreed

ANN ARBOR PUBLIC SCHOOLS



David A. Comsa
Deputy Superintendent
Human Resource and General Counsel

June 13, 2019

Date

ANN ARBOR EDUCATION ASSOCIATION



George Przygodski
Executive Director
3C Coordinating Council

June 13, 2019

Date