

**Tentative Agreement between
Ann Arbor Public Schools and the AAEA
June 28, 2022**

3 Year Agreement

Year 1 – July 1, 2022 to December 31, 2023

Year 2 – January 1, 2024 to December 31, 2024

Year 3 – January 1, 2025 to December 31, 2025

Retention Incentive (to be recognized as part of any 2022-23 compensation package).

- 1% Salary Increase to the AAEA Teacher Salary Schedule (Salary Schedule as attached) as a retention incentive for the 2023 school year.
 - Teacher Base Hourly for 2022/23 will be \$40.17
 - Appendix V Point value will be \$7.31

Full Step Advancement; includes persons on step 11 poised for L1 or L2 advancement.

Financial Reopener

Bargaining for the previously agreed to economic reopener will begin each November upon completion & reporting of the District's Financial Audit and the Student Fall Count and the per pupil foundation.

- Establishment of a committee to address and propose remedies for placement of current staff who find themselves with more time in the district, more advanced education but are on the same steps as recent hires, with less time and or education and to propose remedies specific to longevity level L1 and L2.

Language Agreements

- Calendars
 - [2022-23 as presented by Committee](#) on June 7, 2022 and revised June 28, 2022
 - Future Calendars to be determined by Committee and presented to bargaining team
- Workload Issues
 - Professional development, including time for planning and application.
 - Restructuring TLN's potentially using affinity groupings or instructional coaching
 - Establish continuation of TLN's. Set goals & objectives to PD & TLN
 - Align Wednesday time to goals & objectives to PD & TLN
 - Committee selected by each party will work collaboratively to create goals & objectives for PD & TLN
 - The committee will bring their completed work for presentation to the Bargaining Team
 - Teachers will be paid for missed unassigned time.

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- **SISS Issues – NCPS Transfer Process**
 - A committee selected by each party will work collaboratively to review and revamp the NCPS transfer process.
 - The parties have agreed to the NCPS transfer language (see attached)
- **Legal Compliance**
 - SISS staff will complete Worksheet B, Medicare Logs, and Service Logs timely and accurately with District providing resources to complete the documents
 - All staff and administration will be trained in Free and Public Education and Least Restrictive Environment.
- **Safety**
 - All new self-contained classrooms will include a designated homeostasis space
 - Each building will create a safety team to address safety issues
 - A Building/Safety Huddle will be created as needed
 - Article 6.250 delete “which are incurred while intervening in fights”
 - Prioritize space for homeostasis when planning for classroom space each year
 - When planning for current self-contained classrooms homeostasis space will be a consideration
 - If practical, a homeostasis room, if provided, will take into consideration the current applicable guidelines
 - Each building will identify and implement a building team that will be trained in re-escalation behavior.
- **Curriculum & Materials**
 - All special education teachers will receive training in reading and math acquisition
 - A small committee will be created to review/recommend additional supportive materials for adoption
 - Self-contained classrooms at the elementary level will be included in Project Lead the Way Rotation
 - A joint committee to discuss resource allocation will be developed by defined date
 - All staff will have access to dedicated device during testing

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- NCPS
 - NCPS staffing goal is equivalent to best practice recommended by the national/state associations
 - Adopt language for Speech and Language staff to existing language in 7.440
 - Social worker/counselor may be provided to support not IEPC students when practicable
 - The district may provide, within the conference request process, up to 5 hours during the contractual school year for either certification training for NCPS or time for staff to seek training out of district
- Systems
 - The parties will address system concerns in collaborative council in the 2022-2023 school year
- Self-Contained
 - Develop a baseline of curriculum supports and supplies for every self-contained classroom with input from self-contained staff
 - When grade discrepancy arises SISS leadership and teacher will explore possible options
 - Additional ½ day of report card writing for any special education staff at 75% of MARSE numbers
 - An SISS committee to determine overage amount after language revised for 7.449 (class size) and if waiver is granted. Language will be included in 7.449.0 class size that self-contained will not exceeds state guidelines; allow for overage over MARSE caseload count, if waiver is granted
 - The district will aim to maintain a 3 to 4 grade span in elementary self-contained classrooms
- Training PD & Onboarding
 - All incoming special education staff will receive an on-boarding
 - Create and maintain a catalog of needed professional training/workshops that meets on a regular basis.
 - Specialized on-boarding for special area teachers in relation to working with students with special needs will regularly be made available.
 - Discuss a more supportive mentor model at SISS Huddle (9.300)

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- The parties have agreed to the following related to non-grievable language in current collective agreement
 - 3.621: Delete paragraph 2
 - 7.329.9: Delete "This provision is non-grievable"
 - 7.340: Delete "not grieved" sentence
 - 7.341. 1-8: Add STEAM and other K-8's
 - 7.410: Delete "will not be grieved"
 - 7.460: Delete "will not be grievable"
- MOA Review:
 - COVID related MOA's will expire
 - Pathways Block Schedule more research necessary
 - STEAM, PD is a part of the annual review process
 - NCPS Board Certification: Financial bargain process
 - Lead Librarian: Financial bargain process

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 in writing.

ANN ARBOR PUBLIC SCHOOLS



David A. Comsa
General Counsel
Ann Arbor Public Schools

6/28/2022

Date

ANN ARBOR EDUCATION ASSOCIATION



George Przygodski
Executive Director
3C Coordinating Council

6-28-2022

Date

2022-2023 AAEA TEACHERS							DRAFT 6-7-2022
1% increase from 2021/22: 1 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	\$44,345	\$48,056	\$50,697	\$52,114	\$53,412	\$54,871	\$56,447
Step 4	\$46,896	\$51,243	\$54,105	\$55,575	\$56,950	\$58,426	\$60,101
Step 5	\$49,621	\$54,867	\$57,585	\$59,171	\$60,568	\$62,106	\$63,780
Step 6	\$52,346	\$57,728	\$61,224	\$62,810	\$64,248	\$65,813	\$67,593
Step 7	\$55,112	\$61,429	\$64,868	\$66,578	\$68,013	\$69,613	\$71,441
Step 8	\$58,000	\$64,741	\$68,548	\$70,502	\$72,045	\$73,840	\$75,899
Step 9	\$60,920	\$68,024	\$72,286	\$74,424	\$76,009	\$78,120	\$80,272
Step 10	\$63,927	\$71,450	\$76,069	\$78,000	\$79,677	\$81,761	\$83,997
Step 11	\$68,272	\$76,373	\$81,448	\$83,207	\$85,011	\$87,110	\$89,475
<i>1% on schedule added for HE & E</i>	\$68,955	\$77,137	\$82,263	\$84,040	\$85,862	\$87,982	\$90,370
L1	\$68,955	\$77,137	\$82,263	\$84,040	\$85,862	\$87,982	\$90,370
<i>1% on schedule added for HE & E</i>	\$69,645	\$77,909	\$83,086	\$84,881	\$86,721	\$88,862	\$91,274
L2	\$69,638	\$77,901	\$83,827	\$84,872	\$86,712	\$88,853	\$91,265
<i>1% on schedule added for HE & E</i>	\$70,335	\$78,681	\$84,666	\$85,721	\$87,580	\$89,742	\$92,178

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AAEA Concept 3
May 23, 2022

7.929 Voluntary Transfers of NCPS

7.929.1 NCPS who wish a transfer ~~will submit a Voluntary Transfer Request using the online form by the first day of spring break for any posted NCPS position that they are certified to fill will use the process defined in 7.940.~~ The Voluntary Transfer shall contain all of the NCPS's current certifications, ~~highly qualified status,~~ and any other information the NCPS may wish to share regarding their education and experience. ~~Each NCPS will be limited to two (2) choices, however these choices may be as broad or narrow as the NCPS wishes.~~ The request will also contain a phone#, **email address**, and best times to be contacted by the principal. This list of ~~requestors~~ **candidates** will be held confidential until the ~~vacancies have been identified~~ **posting has deadline. At that time the list of candidates will be released to those involved in the interview process.**

~~Building principals will, after considering known retirements and resignations, and after reassigning existing staff, submit a list of NCPS vacancies to HRS by the first day of spring break. Any special programmatic need will be identified at this time. A conference will be held by the joint transfer committee to review the request. The joint transfer committee will consist of two representatives of the AAEA and two representatives of administration.~~

7.929.2 HRS will match requests with NCPS vacancies as follows:

HRS will screen the transfer requestors. A requestor may, at the discretion of the Employer, be disqualified for voluntary transfer based on the following criteria:

- 1) currently working under an IDP; or
- 2) ~~received 2 B's on most recent evaluation; or~~
- 3) has been disciplined (written reprimand or greater) within the past 48 months; or
- 4) is returning from a leave of absence that delays or interrupts a scheduled evaluation; or
- 5) the FTE would increase beyond the district's obligation to the teacher.

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Principals will be informed of any exceptions.

- 7.929.3 The ~~three most senior~~ NCPS requesting a position, who have passed the screening, will be submitted to the principal. The principal may choose to conduct an informal interview with any or all of the candidates. The principal will choose one of the ~~three~~ candidates. ~~The selected NCPS must accept the transfer.~~
- 7.929.4 ~~If, after the screening and the placement of other requestors, there are only one or two requestors remaining for a position, HRS will submit those names to the principal for consideration, but the principal may request that HRS post the position through the normal process.~~
- 7.929.5 All NCPS vacancies will be filled through the normal posting process as soon as practicable.
- 7.929.6 Building reconfigurations, based upon enrollment changes which necessitate reassignments, may include the transferred NCPS. Any other reassignment must align with the NCPS's transfer request or be required by current contract language.
- 7.929.7 Each NCPS who has applied for a vacancy shall be notified in writing of either acceptance or rejection of the request as soon as possible after the decision on such request is made. In case of rejection, the NCPS shall be entitled to a reason.
- 7.929.8 A representative for Human Resource Services shall make the final decisions on all requests for NCPS voluntary transfer.
- 7.929.9 A written request to the Human Resource Services Office may be made by any two (2) NCPS who wish to exchange assignments for up to one school year provided:
- a) The administrators who would be affected agree to the exchange, and
 - b) The NCPS involved are qualified pursuant to Board policy.

Application for this exchange must be submitted to the Human Resource Services Office by June 1 for the following school year. This provision is not subject to the posting procedure. A representative for Human Resource Services

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shall make the final decision on all requests for such exchange in assignments.

7.930 NCPS Posting Procedure

- 7.931.1 Whenever any NCPS position, ~~excluding the Superintendency and such other central administrative positions that are to be filled by administrative transfer,~~ in the District becomes vacant, or is newly established, the Board shall post the same by ~~sending~~ **emailing** a posting of each position to the Association and by appropriate posting at the Balas Building, ~~and in every school building~~ **placing the posting on the District website, and including the posting in the district email of District Announcements - Job Postings.** School building postings may be suspended during the summer when school is not in session. These positions shall be posted for five (5) school days or seven (7) calendar days.
- 7.931.2 **An NCPS posting will include the position, the FTE and building location(s) of the assignment. If the assignment includes multiple building locations, the posting will include the FTE assigned to each of the multiple building locations.**
- 7.931.23 NCPS Positions shall not be filled, on a permanent basis, until posting time lines specified in Section 7.931.1 have been met.
- 7.931.34 It shall not be necessary to post a vacant position which has been temporarily filled if the NCPS filling the position immediately prior to the temporary assignment is to return to that same position.

7.940 Application Procedures

- 7.941 Any NCPS may apply for any vacant NCPS position. In filling such a position, the Board agrees to give consideration to such factors as the professional background and attainment of all such applicants, their length of service and work performance in regular and extra assignments in the school district, experience elsewhere, and other relevant factors such as any adverse effect on Board programs as a result of the ~~teacher~~ **NCPS** leaving his/her present position. Staffing practices will reflect the Ann Arbor Public Schools and community's desire for diversity. Internal applicants shall be considered before seeking outside applicants; however, the filling of

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vacancies during the school year may be done utilizing the provisions of Section 7.910 and its subsections.

- 7.942 Once a selection has been made, each candidate shall be notified of this action. The candidate then has the right to a conference with a representative for Human Resource Services to discuss the reasons for his/her rejection.
- 7.943 If any NCPS wishes to reapply for a vacant position, he/she may bring his/her current application up-to-date rather than resubmitting a completely new application.
- 7.944 Part-time NCPS who have requested an increase in time shall be given an interview, upon request, prior to or along with the other selected applicants who are not currently under contract with the district. This right will only exist in filling positions for which those NCPS are qualified, for the beginning of the school year.