

**Tentative Agreement
Between
Ann Arbor Public Schools
and the
Ann Arbor Education Association – Office Professionals**

2019-2020

- The amount of the Opt-out payout will be determined as of May 31st of the applicable enrollment year. New employees hired after the May 31st date, and opt out, will receive opt out money on a prorated basis.

Sliding Scale for the 2019-2022 school years only, as follows:

- 1-21 members opting out \$1,700
- 22-26 members opting out \$2,200
- 27-30 members opting out \$2,700
- 31-35 members opting out \$3,200
- 36+ members opting out \$4,000

- Non-recurring off schedule bonus to be paid on a non-payday Friday as early as possible upon ratification of the agreement by both parties. The value of the bonus is based on 2.25% of total payroll of the AAEA-OP. The money will be dispersed per the following stipulations:
 - All 1.0 FTE employees active as of December 31, 2019, who continue to be on payroll through the date of ratification by both parties, will receive a \$856 non-recurring off schedule bonus.
 - All less than 1.0 FTE employees active as of December 31, 2019, who continue to be on payroll through the date of ratification by both parties, will be paid a prorated percentage of the \$856 non-recurring off schedule bonus based on their FTE.
 - Employees hired after January 1, 2020 until the date of ratification by both parties will receive a prorated value of the non-recurring off schedule bonus based on number of days they are anticipated to work through the end of the school year (x / # of work days).
 - Employees who have resigned/retired prior to or who are hired after both parties ratification date are not entitled to this non-recurring off schedule bonus.
 - Prior to dispersing the money the parties will meet to review and agree upon the bonus payments.

2020-2021

- ½ Step Advancement
- 1.5% to Steps 5, L1, L2, L3

2021-2022

- ½ Step Advancement
- 1.5% to Steps 5, L1, L2, L3

Agreement expires December 31, 2022.

By entering into this tentative agreement, the parties are not waiving in any way, but rather, are preserving all of their positions and arguments to how placement on the salary schedule should be implemented under this and where applicable, prior tentative agreements and collective bargaining agreements.

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
David A Comsa
Deputy Supt/General Counsel

April 7, 2020
Date

Ann Arbor Education Association

George Przygodski
George Przygodski
Executive Director
3C Coordinating Council
4-7-2020
Date