

**Tentative Agreement between
Ann Arbor Public Schools and the AAEA-PARA
June 23, 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).

Salary Schedule Conversion as attached for the 2022/23 school year

Full Step Increase; includes persons on steps poised for L1 or L2 receiving movement.

Financial Reopener

Bargaining for 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.

Language Agreements

ARTICLE 10

REDUCTION IN PERSONNEL

- A. In the event the Employer decides to reduce the number of employees or eliminate positions, the following procedure shall apply:
1. **Prior to any reduction or recall in personnel, the District will meet with the Association to discuss the rationale for the reduction/recall and to review the contractual process that will be utilized.**

ARTICLE 11

DISCIPLINE AND DISCHARGE

- A. No non-probationary employee shall be disciplined (written reprimand, suspension, or discharge) without just cause. For purposes of this Agreement, just cause shall include but not be limited to:
10. ~~Time card fraud;~~ **Misrepresentation of hours worked;**

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ARTICLE 12

WORK YEAR, WORKWEEK, AND WORKDAY

- D. The employee workday for employees will not normally exceed eight (8) hours per day unless additional time is required and approved by the immediate administrative supervisor. All employees shall, at the request of their building administrator, sign in at the beginning of their workday and sign out at the end of their workday by using the recognized system adopted by the building.

In circumstances where administration has reasonable cause for concern regarding a paraeducator's timely attendance punctuality, administration reserves the right to require the paraeducator (to) account for their times including, but not limited to, their beginning work times and ending work times.

- J. **Should circumstances in the school district warrant student/staff instruction to shift to remote/virtual process, all paraeducators will make the shift to remote/virtual instruction. Paraeducators will provide the instructional support at a location of their choosing. No paraeducators will lose hours of work resulting from the shift to remote/virtual instruction, unless they are unable to perform the essential duties of their jobs remotely.**

The district will provide paraeducators with all necessary technology to successfully provide instructional support during remote instruction.

ARTICLE 17

COMPENSATION

The parties agree to a financial opener (Articles 14, 17, 18, 19, 21, 28 and Appendix A) in the Fall of 2022, upon completion and review of the District's financial audit and the District's Fall Student Count. This does not preclude the parties from discussing an earlier financial settlement. If the District agrees to implement a Memorandum of Agreement between the Ann Arbor Association – Paraeducators and the Ann Arbor Board of Education specific to increased salary compensation it will be considered part of a new economic agreement to the successor agreement.

AAEA-P Proposal 1

June 23, 2022

Current Rate Proposed Rate Increase

Group 2

4	\$16.87	\$17.46	3.5%
5	\$18.53	\$19.18	3.5%
L1	\$18.72	\$19.37	3.5%
L2	\$18.90	\$19.56	3.5%

Group 1

4	\$19.26	\$19.93	3.5%
5	\$20.95	\$21.58	3.5%
L1	\$21.16	\$21.79	3.0%
L2	\$21.37	\$22.01	3.0%

TA
up
6-23-22

DAC
6-23-22

T9
9/20
6-23-22

DRAFT - AAEP Wage Schedule Scenario										
STEP	Current Salary Schedule	\$ diff from lesser GROUP	% diff from lesser GROUP	step increment	% increment	DRAFT PROPOSED NEW SCHEDULE \$16.50 minimum	\$ increm	% increment	\$ incre > curr sched	% incr > curr sched
Group 3										
Note: Cells in yellow (rates > \$16.50 in FY22) must > = 1.5%										
1	\$14.36					\$16.50			\$2.14	14.9%
2	\$14.80			\$0.44	3.1%	\$16.63	\$0.13	0.8%	\$1.83	12.4%
3	\$15.22			\$0.42	2.8%	\$16.77	\$0.13	0.8%	\$1.55	10.2%
4	\$15.69			\$0.47	3.1%	\$16.90	\$0.13	0.8%	\$1.21	7.7%
5	\$17.08			\$1.39	8.9%	\$18.17	\$1.27	7.5%	\$1.09	6.4%
L1	\$17.25			\$0.17	1.0%	\$18.35	\$0.18	1.0%	\$1.10	6.4%
L2	\$17.43			\$0.18	1.0%	\$18.53	\$0.18	2.0%	\$1.10	6.3%
from Step 5										
Group 2										
(1/2 of original \$1.09 increment plus new Grp 3 step 1):										
1	\$15.45	\$1.09	7.6%			\$17.05			\$1.60	10.3%
2	\$15.94	\$1.14	7.7%	\$0.49	3.2%	\$17.17	\$0.13	0.75%	\$1.23	7.7%
3	\$16.39	\$1.17	7.7%	\$0.45	2.8%	\$17.30	\$0.13	0.75%	\$0.91	5.6%
4	\$16.87	\$1.18	7.5%	\$0.48	2.9%	\$17.43	\$0.13	0.75%	\$0.56	3.3%
5	\$18.53	\$1.45	8.5%	\$1.66	9.8%	\$18.83	\$1.39	8.00%	\$0.30	1.6%
L1	\$18.72	\$1.47	8.5%	\$0.19	1.0%	\$19.01	\$0.19	1.00%	\$0.29	1.6%
L2	\$18.90	\$1.47	8.4%	\$0.18	1.0%	\$19.20	\$0.19	2.00%	\$0.30	1.6%
from Step 5										
Group 1										
(former \$2.20 increment plus new Grp 2 step 1):										
1	\$17.65	\$2.20	14.2%			\$19.25			\$1.60	9.0%
2	\$18.16	\$2.22	13.9%	\$0.51	2.9%	\$19.39	\$0.14	0.75%	\$1.23	6.8%
3	\$18.70	\$2.31	14.1%	\$0.54	3.0%	\$19.53	\$0.15	0.75%	\$0.83	4.5%
4	\$19.26	\$2.39	14.2%	\$0.56	3.0%	\$19.68	\$0.15	0.75%	\$0.42	2.2%
5	\$20.95	\$2.42	13.1%	\$1.69	8.8%	\$21.26	\$1.57	8.00%	\$0.31	1.5%
L1	\$21.16	\$2.44	13.0%	\$0.21	1.0%	\$21.47	\$0.21	1.00%	\$0.31	1.5%
L2	\$21.37	\$2.47	13.1%	\$0.21	1.0%	\$21.68	\$0.21	2.00%	\$0.31	1.5%
from Step 5										

DAE
6-23-22

6-23-22

JG
6-23-22

DRAFT - SACC - School Aged Child Care Wage Schedule Scenario

STEP	CURR SCHED HRLY RATE	\$ diff from lesser GROUP	% diff from lesser GROUP	\$ incrmt	% incrmt	Proposed 2022-2023	\$ increment	% increment	\$ incre > curr sched	% incr > curr sched
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Assistants *Note: Cells in yellow (rates > \$16.50 in FY22) must >= 1.5%*

1	\$10.94					\$16.50			\$5.56	50.8%
2	\$11.47			\$0.53	4.8%	\$16.75	\$0.25	1.5%	\$5.28	46.0%
3	\$12.26			\$0.79	6.9%	\$17.00	\$0.25	1.5%	\$4.74	38.7%
4						\$17.25	\$0.25	1.5%	new	new
5						\$18.11	\$0.86	5.0%	new	new
L1	\$12.88			\$0.62	5.1%	\$18.29	\$0.18	1.0%	\$5.41	42.0%
L2	\$13.02			\$0.14	1.1%	\$18.47	\$0.18	2.0%	\$5.45	41.9%

from Step 5

Supervisors

1	\$14.19	\$3.25	29.7%			\$17.50			\$3.31	23.3%
2	\$14.88	\$3.41	29.7%	\$0.69	4.9%	\$17.75	\$0.25	1.43%	\$2.87	19.3%
3	\$15.65	\$3.39	27.7%	\$0.77	5.2%	\$18.00	\$0.25	1.41%	\$2.35	15.0%
4	\$16.69			\$1.04	6.6%	\$18.25	\$0.25	1.39%	\$1.56	9.3%
5						\$19.16	\$0.91	5.00%	new	new
L1	\$17.54	\$4.66	36.2%	\$0.85		\$19.35	\$0.19	1.00%	\$1.81	10.3%
L2	\$17.72	\$4.70	36.1%	\$0.18	1.0%	\$19.55	\$0.19	2.00%	\$1.83	10.3%

from Step 5

Special Needs Asst

1	\$13.00					\$16.75			\$3.75	28.8%
2	\$13.39			\$0.39	3.0%	\$17.00	\$0.25	1.49%	\$3.61	27.0%
3	\$13.79			\$0.40	3.0%	\$17.25	\$0.25	1.47%	\$3.46	25.1%
4	\$14.20			\$0.41	3.0%	\$17.50	\$0.25	1.45%	\$3.30	23.2%
5	\$15.22			\$1.02	7.2%	\$18.38	\$0.88	5.00%	\$3.16	20.7%
L1	\$15.37			\$0.15	1.0%	\$18.56	\$0.18	1.00%	\$3.19	20.7%
L2	\$15.52			\$0.15	1.0%	\$18.74	\$0.18	2.00%	\$3.22	20.8%

from Step 5

Retention Payment for ALL Supervisors and Assistants - off schedule

A retention payment of up to \$500 on the first pay in December for those whose start date is in August. The amount will be prorated based on FTE and/or start date.

DAC
6-23-22

Note: No General Fund impact; SACC is accounted for in Community Services Fund - funding source is parent tuition.

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ARTICLE 23
PROFESSIONAL DEVELOPMENT

F. ~~Highly Qualified Status (and re-letter G-H-I)~~

~~The Employer shall offer an in-service on obtaining highly qualified status. The Employer shall pay the cost of the Work Keys test, associated remediation, and one re-test, for those employees who choose to take the test to obtain highly qualified status, up to a maximum of one hundred dollars (\$100) for a single employee.~~

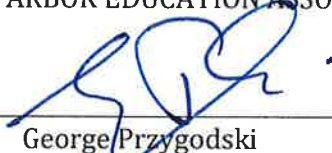
All other provisions of the agreement shall remain in full force and effect as required by law during negotiations and until the agreement is terminated. No step increases or other increases to employee pay raises, compensation, or fringe benefits shall occur unless otherwise agreed in writing.

ANN ARBOR PUBLIC SCHOOLS

ANN ARBOR EDUCATION ASSOCIATION



David A. Comsa
Chief Negotiator



George Przygodski
Executive Director
3C Coordinating Council

6-23-2022

Date

6-23-2022

Date



Percy Brown
President
AAEA-Para

6-23-2022

Date