

Tentative Agreement

Ann Arbor Public Schools
And
Ann Arbor Education Association-Paraprofessionals
Dated June 23, 2015

The parties having met to discuss the current collective bargaining agreement which expires June 30, 2015 agree as follows:

1. One year contract for 2015-2016.*
2. Four (4) Furlough days, freeze steps, wage freeze for 2015-2016*
3. Salary and benefit reopener for the 2016-2017 school year.*
4. For 2015-2016 only, a one-time 1% off schedule payment, payable in December 2015. Not applicable for 2016-2017 unless agreed to in writing. *
5. MESSA ABC, January 2016 start date with 12 monthly contributions to HSA.
6. For the 2015-2016 School Year the Board will provide \$11,602 dollars for health benefits (Health). Any difference, (that amount exceeding the cap) between the Board's contribution and the Paraprofessional's selected plan cost will be paid for by the enrolled Paraprofessional in a manner reflecting current practice.
7. Agree to Appendix A and C cleanup.
8. Agree to Board's Child Care Workers proposal.
9. Current Opt-out of insurance continues.
10. Agree to the District's calendar proposal (subject to change pending AAEA calendar).

* The 2015-2016 agreement shall continue in effect until June 30, 2016. This agreement shall not be extended orally and it is understood that it shall expire on June 30, 2016 for the purposes of a wage and benefit reopener.

Upon written notice given on or before April 1, 2016 the parties will be specifically limited in negotiations to district wages and health insurance. 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 rates, compensation, or fringe benefits shall occur after June 30, 2016 unless otherwise agreed to in writing.

ANN ARBOR PUBLIC SCHOOLS

AAEA-P

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Deputy Superintendent
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President

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Executive Director

Stephani Field
Assistant Director Human Resources

Date

Date