

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

2019-2020

- 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 AAEEA. 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 \$1,532 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 \$1,532 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 ($x / 184$ 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

- 1/2 step advancement.
- Eliminate Step 2 from schedule; those employees on Step 2 move to Step 3 and will receive an additional ½ step advancement.
- Add step equal distance between 9 and 10. Scale will be renumbered to reflect new Step 10 and Step 11 respectively.
- 2% added to new Step 11.
- Step L1 and Step L2 will be based on appropriate percentage increases (L1 = 1% and L2 = 2%) from the new Step 11.
- \$1,000 National Board Certification Annual bonus payment (*NCPS Committee to explore inclusion of other Board Certified NCPS after review of certification requirements number of people involved etc.)
- 1.7% increase to the district's premium share amount towards the health insurance cap
- On the day before or after a holiday break up to 30 members (per day) of the AAEEA 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

2021- 2022

- 1/2 step advancement
- 2% - added to Step 11.
- Step L1 and Step L2 will be based on appropriate percentage increases (L1 = 1% and L2 = 2%) from Step 11.
- 1.5% increase to the district's premium share amount towards the health insurance cap.

Agreement expires 12/31/2022

The parties, by entering into this tentative agreement, understand and agree there is a dispute (Grievance 2020-02 – Longevity) which has been assigned to Arbitrator McCormick.

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.

Stated another way, the parties did not resolve their pending arbitration during the discussions that led to this TA and nothing in this TA should be construed as constituting a waiver or change in either party's position.

All other provisions of this 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 Supt/General Counsel

3-17-2020

Date

Ann Arbor Education Association



George Przygodski
Executive Director
3C Coordinating Council

3-17-2020

Date