

To: AAEA Members in Good Standing
From: George Przygodski, AAEA Chief Negotiator, and 3C Executive Director
Date: June 29, 2022
RE: *Ratification of Tentative Collective Bargaining Agreement*

Greetings! I am happy to announce we have reached a tentative agreement with the Ann Arbor Public Schools for a new collective bargaining agreement. Because of many hours of preparation and bargaining, we are bringing forward to our membership a contract that will expire in December 31, 2025!

Included in this packet is the total agreement between the district and the AAEA and the district. Please read it over carefully. You will notice that the agreement includes a retention incentive and a financial reopener. The retention incentive was bargained to retain our staff and to attract new staff to our district. It is a separate entity from the financial reopener. Later in the autumn, we will return to the bargaining table to bargain additional financial enhancements/compensation for our members. Our focus at that time will be to build upon the gains made in the retention incentive.

Some members asked why bargain financial enhancements/compensation in the fall after the contract has been ratified. For years, bargaining in the spring has resulted in negotiations occurring with unknown critical financial factors. Those factors include uncertainty over the expected revenue the district will receive from the state for the next school year, uncertainty over the number of students attending our schools in the fall, no audited school budget from the previous school year, and only projections of a school budget that the board would approve for the upcoming school year. We believe it is more advantageous for us to bargain for compensation when we know exactly what the district's financial picture is rather than bargain based only on projections, estimations, and guesses.

Our work is not yet finished. We need your help. Please read the enclosed documents carefully as they contain all the terms of the tentative agreement. Secondly, please make every effort to attend the zoom ratification meeting scheduled for **July 6, 2022** beginning at 10:00. A link will be sent to your home email address for the webinar. At the meeting, your bargaining team will discuss the tentative agreement. Afterwards there will be time to answer your questions and hear your comments.

Voting will be conducted on line. Instructions for voting will arrive at your home email address. The election will begin July 6, 2022 at 8:00 AM with the vote closing July 7 at 4:00 PM.

No new agreement is perfect. That said, we believe that the terms of the agreement are good. Your bargaining team believes they are the best that we can bring to you. We strongly recommend the ratification of this agreement. The contractual changes will be implemented only upon ratification by both the AAEA and Board of Education.

I would be remiss if I did not thank your negotiating team: Sarah Beth Badalamente, Tamala Bell, Roberta Cole, Desiree Cross, Jessica Domangue, Heather Gray, Fred Klein, Kristal Jaaskelainen, Tierra Jackson, Maggi Rohde, Chris Thomas, Dan Trevisan, and Christy Yee. They did a fantastic job! They worked long hours to bring you this settlement. Please be sure to thank them.

I look forward to seeing you on July 6.

**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

**Tentative Agreement between
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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

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

2022-2023					DRAFT 6-7-2022		
AAEA TEACHERS							
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
12 on schedule added for HE & E	\$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
12 on schedule added for HE & E	\$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
12 on schedule added for HE & E	\$70,335	\$78,681	\$84,666	\$85,721	\$87,580	\$89,742	\$92,178

HE = Highly Effective; E = Effective

The value of MA L2 includes additional \$750 per the 2017/18 Collective Bargaining Agreement

Longevity:

Placement on L1 and L2 for the 2022/23 school year to be determined by committee

Those poised for step movement to L1 and L2 will advance.

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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 deadlined. 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 Superintendent~~
~~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.

Tentative Agreement between AAPS and AAEA

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David Comsa
General Council
Ann Arbor Public Schools

Date: 6/28/2022

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George Przygodski
Executive Director, 3C
Coordinating Council

Date: 6-28-2022

Ann Arbor Public Schools 2022-23 Calendar

FINAL 6/28/22

August	Monday	22	Full Day In-building Teacher Work Time <i>(or Friday 8/26)</i>
	Tuesday	23	Full Day PD for Staff
	Wednesday	24	Full Day PD for Staff
	Thursday	25	Full Day PD for Staff
	Monday	29	First Day for Students – Full Day of School
September	Friday	2	No School for Students & Staff
	Monday	5	No School for Students & Staff – Labor Day
	Tuesday	6	School Resumes
	Tuesday	20	Early Release Day for Students
October	Wednesday	5	Student Count Day
	Wednesday	12	11 th PSAT/NMSQT, 10 th PSAT – Late Start for 9 th & 12 th
	Thursday	20	Early Release Day for Students
	Thursday	27	12 th SAT, 9 th PSAT – Late Start for 10 th & 11 th
November	Tuesday	8	No School for Students – Election Day
	Friday	18	Pathways & Skyline Trimester Exams – Hours 1 & 2
	Monday	21	Pathways & Skyline Trimester Exams – Hours 3 & 4
	Tuesday	22	Pathways & Skyline Trimester Exams – Hours 5 & Make-up period
	Wed-Fri	23-25	No School for Students & Staff – Thanksgiving Break
	Monday	28	School Resumes
	Wednesday	30	Early Release Day for Students
December	Friday	23	No School for Students & Staff – Winter Break
	Mon-Fri	26-30	No School for Students & Staff – Winter Break
January	Mon-Fri	2-6	No School for Students & Staff – Winter Break
	Monday	9	School Resumes
	Monday	16	No School for Students & Staff – MLK Day
	Tuesday	17	Community, Huron, & Pioneer Semester Exams – Hours 1 & 7
	Wednesday	18	Community, Huron, & Pioneer Semester Exams – Hours 2 & 3
	Thursday	19	Community, Huron, & Pioneer Semester Exams – Hours 4 & 5
	Friday	20	Community, Huron, & Pioneer Semester Exams – Hours 6 & Make-up period; 1/2-Day for Middle School Students
	Tuesday	31	Early Release Day for Students
February	Wednesday	8	Student Count Day
	Monday	20	No School for Students & Staff – Mid-Winter Break
March	Friday	3	1/2-Day for Elementary and K-8 Students
	Wednesday	8	Pathways & Skyline Trimester Exams – Hours 1 & 2
	Thursday	9	Pathways & Skyline Trimester Exams – Hours 3 & 4
	Friday	10	Pathways & Skyline Trimester Exams – Hours 5 & Make-up period
	Mon-Fri	27-31	No School for Students & Staff – Spring Break
April	Monday	3	School Resumes
	Friday	7	No School for Students & Staff
	Wednesday	12	11 th SAT, 9 th or 10 th PSAT – Late start for 9 th or 10 th (not testing) & 12 th ; 8 th PSAT – Late start for 6 th & 7 th
	Thursday	13	11 th WorkKeys, 9 th or 10 th PSAT – Late start for 9 th or 10 th (not testing) & 12 th

	Thursday	20	Early Release Day for Students
May	Tuesday	2	No School for Students – Election Day
	Thursday	4	Transition Day - 8th Grade; Early Release for High School Students
	Friday	5	Transition Day - 5th Grade; Early Release for Middle School Students
	Friday	19	1/2-Day for Elementary & K-8 Students
	Monday	29	No School for Students & Staff – Memorial Day
June	Tuesday	6	Community, Huron & Pioneer Semester Exams – Hours 1 & 7
	Wednesday	7	Community, Huron & Pioneer Semester Exams – Hours 2 & 3; Pathways & Skyline Trimester Exams – Hours 1 & 2
	Thursday	8	Community, Huron & Pioneer Semester Exams – Hours 4 & 5; Pathways & Skyline Trimester Exams – Hours 3 & 4; 1/2-Day for Middle School Students
	Friday	9	Last Day for Students – 1/2-Day for Elementary & Middle School Students; Community, Huron & Pioneer Semester Exams – Hours 6 & Make-up period; Pathways & Skyline Trimester Exams – Hours 5 & Make-up period

Preschools have a separate calendar

2022-23 Schedule for PD, Staff Meeting, AAEA, Etc.

Dates	Elementary	Secondary
August 22 (or 26)	Teacher Work Time (in buildings)	Teacher Work Time (in buildings)
August 23	Full day for staff – PD* (building)**	Full day for staff – PD* (building)**
August 24	Full day for staff – PD* (district)**	Full day for staff – PD* (district)**
August 25	Full day for staff – PD (build/dist)**	Full day for staff – PD (build/dist)**
August 31	Building Staff Meeting	Building Staff Meeting
September 14	Building Staff Meeting	Building Staff Meeting
September 20	Equity Implementation	Equity Implementation
September 21	AAEA	AAEA
September 28	Building Staff Meeting	Building Staff Meeting
October 5	Curriculum Design	Curriculum Design
October 13	Building Staff Meeting	Building Staff Meeting
October 19	AAEA	AAEA
October 20	Equity Implementation	Equity Implementation
October 26	Building Staff Meeting	Building Staff Meeting
November 2	Curriculum Design	Curriculum Design
November 8	AM Staff PD; PM Report Writing	Full day for staff – PD
November 9	Building Staff Meeting	Building Staff Meeting
November 16	AAEA	AAEA
November 30	Equity Implementation	Equity Implementation
December 7	Curriculum Design	Curriculum Design
December 14	Building Staff Meeting	Building Staff Meeting
January 11	Curriculum Design	Curriculum Design
January 18	Building Staff Meeting	Building Staff Meeting
January 20	Full day of school for students	PM Report Writing MS (only)
January 25	AAEA	AAEA
January 31	Equity Implementation	Equity Implementation
February 1	Curriculum Design	Curriculum Design
February 8	Building Staff Meeting	Building Staff Meeting

February 15	AAEA	AAEA
February 22	Building Staff Meeting	Building Staff Meeting
March 1	Curriculum Design	Curriculum Design
March 3	PM Report Writing	Full day of school for students
March 8	Building Staff Meeting	Building Staff Meeting
March 15	AAEA	AAEA
March 22	Building Staff Meeting	Building Staff Meeting
April 5	Curriculum Design	Curriculum Design
April 12	Building Staff Meeting	Building Staff Meeting
April 19	AAEA	AAEA
April 20	Equity Implementation	Equity Implementation
April 26	Building Staff Meeting	Building Staff Meeting
May 2	Extended PD*	Extended PD*
May 3	Building Staff Meeting	Building Staff Meeting
May 4	Full day of school for students	Transition Day - 8th (Early Release - HS)
May 5	Full day of school for students	Transition Day - 5th (Early Release - MS)
May 10	Curriculum Design	Curriculum Design
May 19	PM Report Writing	Full day of school for students
May 25	Building Staff Meeting	Building Staff Meeting
June 8	Full day of school for students	PM Report Writing MS (only)

*PD days counting toward the 180-school day requirement

**Subject to change based on facilitators, activities, etc.

2022-23 Elementary & K-8 Report Card Dates

11/8 PM ½-day for report writing (AM ½-day for PD)

11/17 Report cards due to administrator(s)

11/21 Report cards reviewed by administrator(s) and sent back to teachers

11/22 Report cards sent home

3/3 PM ½-day for report writing

3/10 Report cards due to administrator(s)

3/16 Report cards reviewed by administrator(s) and sent back to teachers

3/17 Report cards sent home

5/19 PM ½-day for report writing

6/5 Report cards due to administrator(s)

6/7 Report cards reviewed by administrator(s) and sent back to teachers

6/9 Report cards sent home

2022-23 Middle School Report Writing

1/20 PM ½-day for report writing
6/8 PM ½-day for report writing

Additional information on PowerSchool

PowerSchool term date ranges are slightly different from the human/calendar term dates. The ranges in PS have to run right up against each other with no gaps. The terms will include weekends and vacations. Also, the first day of a term has to be a valid attendance date so terms can't start on weekends or vacation days.

The current PowerSchool scheduling/attendance terms are as follows:

S1	8/29/2022	1/22/2023
Q1	8/29/2022	10/30/2022
Q2	10/31/2022	1/22/2023
S2	1/23/2023	6/9/2023
Q3	1/23/2023	4/2/2023
Q4	4/3/2023	6/9/2023

T1	8/29/2022	11/27/2022
T2	11/28/2022	3/12/2023
T3	3/13/2023	6/9/2023

Grading terms are separate from scheduling/attendance terms. Where there are 'nested' terms -- like Q1, Q2, and F1 that can calculate up to S1, the grading terms would look like this:

S1	8/29/2022	1/22/2023
Q1	8/29/2022	10/30/2022
Q2	10/31/2022	1/16/2023
F1	1/17/2023	1/22/2023
S2	1/23/2023	6/9/2023
Q3	1/23/2023	4/2/2023
Q4	4/3/2023	6/5/2023
F2	6/6/2023	6/9/2023

Trimesters do not nest, so they would look like this:

T1	8/29/2022	11/24/2022
E1	11/18/2022	11/24/2022
T2	11/25/2022	3/12/2023
E2	3/8/2023	3/12/2023
T3	3/13/2023	6/9/2023
E3	6/7/2023	6/9/2023

Daily Schedule

Level	Drop	Start	End
Comp HSs	7:53	8:00	2:51
Community	7:53	8:00	2:57/3:50*
Pathways	7:53	8:00	2:56
MS	8:03	8:15	3:03
K - 8	8:03	8:15	3:18
K - 5	8:38	8:45	3:48
PK	8:15	8:25	3:45

*Community - PM Times vary based on students' schedules

Equity Implementation Days - Early Release for Students

Level	Day End	District or Building* PD (60 min)	TLN (60 min)
HS	12:21	12:41 - 1:41	1:51 - 2:51
MS	12:33	12:53 - 1:53	2:03 - 3:03
K-8	12:48	1:08 - 2:08	2:18 - 3:18
ES	1:18	1:38 - 2:38	2:48 - 3:48

High School Exam Times

Start Time	End Time
8:00	11:50*

*9:40 dismissal time (busses) on the final day of each exam week; make-up period follows dismissal

1/2-Days for ES/K-8 (3/3/23, 5/19/23) and MS (1/20/23 and 6/8/23)

Level	Start Time	End Time
MS	8:15	11:50
K-8	8:15	11:50
ES	8:45	12:20

Last Day of School (6/9/22)

Level	Start Time	End Time
HS	8:00	9:40*

MS	8:15	10:43
K-8	8:15	10:47
ES	8:45	11:28

*9:40 dismissal time (busses) on the final day of each exam week; make-up period follows dismissal

District PD, Staff Meeting, AAEA

Level	Day End	Start	End
HS	2:51	3:03	4:33
MS	3:03	3:15	4:45
K-8	3:18	3:30	5:00
ES	3:48	4:00	5:30

Extended Professional Development (5/2/23)

8:00 AM – 1:48 PM (5 hours w/ 48-minute lunch)

ANN ARBOR PUBLIC SCHOOLS 2022-23 Teacher Work Calendar

JULY - 2022					
M	T	W	TH	F	
				1	
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	

	Elem	Middle	High
Student	0	0	0
Teacher	0	0	0

NOVEMBER - 2022					
M	T	W	TH	F	
	1	2	3	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30			

	Elem	Middle	High
Student	18	18	18
Teacher	19	19	19

MARCH -- 2023					
M	T	W	TH	F	
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30	31	

	Elem	Middle	High
Student	18	18	18
Teacher	18	18	18

AUGUST -- 2022					
M	T	W	TH	F	
1	2	3	4	5	
8	9	10	11	12	
15	16	17	18	19	
22	23*	24*	25	26	
29	30	31			

	Elem	Middle	High
Student*	5	5	5
Teacher	7	7	7

DECEMBER -- 2022					
M	T	W	TH	F	
			1	2	
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	

	Elem	Middle	High
Student	16	16	16
Teacher	16	16	16

APRIL -- 2023					
M	T	W	TH	F	
3	4	5	6	7	
10	11	12	13	14	
17	18	19	20	21	
24	25	26	27	28	

	Elem	Middle	High
Student	19	19	19
Teacher	19	19	19

SEPTEMBER -- 2022					
M	T	W	TH	F	
			1	2	
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	

	Elem	Middle	High
Student	20	20	20
Teacher	20	20	20

JANUARY -- 2023					
M	T	W	TH	F	
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30	31				

	Elem	Middle	High
Student	16	16	16
Teacher	16	16	16

MAY -- 2023					
M	T	W	TH	F	
1	2*	3	4	5	
8	9	10	11	12	
15	16	17	18	19	
22	23	24	25	26	
29	30	31			

	Elem	Middle	High
Student*	22	22	22
Teacher	22	22	22

OCTOBER -- 2022					
M	T	W	TH	F	
3	4	5	6	7	
10	11	12	13	14	
17	18	19	20	21	
24	25	26	27	28	
31					

	Elem	Middle	High
Student	21	21	21
Teacher	21	21	21

FEBRUARY -- 2023					
M	T	W	TH	F	
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28				

	Elem	Middle	High
Student	19	19	19
Teacher	19	19	19

JUNE -- 2023					
M	T	W	TH	F	
			1	2	
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	

	Elem	Middle	High
Student	7	7	7
Teacher	7	7	7

TEACHER DAYS		Student Days
	DAYS	Days
ELEMENTARY	184.0	181.0
MIDDLE SCHOOL	184.0	181.0
HIGH SCHOOLS	184.0	181.0

	NO SCHOOL - STUDENTS AND TEACHERS
	NO SCHOOL - STUDENTS - Teacher PD Day
X *	NO SCHOOL ALL LEVELS - Staff Extended PD counts as instructional time
	EARLY RELEASE - ALL LEVELS, STAFF PD
	EARLY RELEASE MIDDLE AND HIGH SCHOOLS - TRANSITION DAY
	EARLY RELEASE - SEC PD; Elem Report Writing; Staff release at end of normal work day
	EARLY RELEASE - SEC PD AM; Elem Report Writing
	STUDENTS AM ONLY - RECORDS DAY
	HALF DAY - ELEMENTARY STUDENTS

* Westerman and Mitchell Preschool have their own calendar.

6/28/2022

Przygodski, George

From: DeAngelis, Paul <deangelisp@aaps.k12.mi.us>
Sent: Wednesday, June 29, 2022 8:59 AM
To: Scherer, Holly
Cc: Przygodski, George; David Comsa; Shonta Langford; Klein, Fred; Tamala Bell
Subject: Re: TA - 2022-2023 Calendar

Good morning!

VERY SLIGHT EDITS based on a final review by IDT and Pupil accounting... Trimester dates for reporting are:

Trimesters would look like this:

T1	8/29/2022	11/27/2022
E1	11/18/2022	11/27/2022

T2	11/28/2022	3/12/2023
E2	3/8/2023	3/12/2023

T3	3/13/2023	6/9/2023
E3	6/7/2023	6/9/2023

Paul DeAngelis

Paul DeAngelis
Executive Director
High School Education
Ann Arbor Public Schools



On Tue, Jun 28, 2022 at 4:28 PM Scherer, Holly <schererh@aaps.k12.mi.us> wrote:

Good afternoon and apologies in advance for the calendar discrepancy. Here is a copy of the TA with the correct Teacher Work Calendar now including the addition of the early release days today. Lesson of the day is caution with multi-tasking sorry for the confusion.

Thanks
Holly

On Tue, Jun 28, 2022 at 11:47 AM Przygodski, George <GPrzygodski@mea.org> wrote:

Thanks Holly.

From: Scherer, Holly <schererh@aaps.k12.mi.us>
Sent: Tuesday, June 28, 2022 11:40 AM