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 online. 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.
Tentative Agreement between
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June 28, 2022

- 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
Ann Arbor Public Schools and the AAEA
June 28, 2022

● 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)
Tentative Agreement between
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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
AAEA TEACHERS

1% increase from 2021/22: 1 Step Movement

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<th>MA</th>
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1% on schedule added for HE & E

|        | L1    | $68,955 | $77,137 | $82,263 | $84,040 | $85,862 | $87,982 | $90,370 |
|        | L2    | $69,645 | $77,909 | $83,866 | $86,851 | $88,721 | $90,662 | $91,274 |
|        | L3    | $70,335 | $78,681 | $84,666 | $87,721 | $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.
Tentative Agreement between
Ann Arbor Public Schools and the AAEA
June 28, 2022

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 requesters candidates will be held confidential until the vacancies have been identified posting has deadline. 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 P'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
Tentative Agreement between  
Ann Arbor Public Schools and the AAEA  
June 28, 2022  
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 Superintendency  
and such other central administrative positions that are  
to be filled by administrative transfers,  
in the District  
becomes vacant, or is newly established, the Board shall  
post the same by 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
Tentative Agreement between
Ann Arbor Public Schools and the AAEA
June 28, 2022

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

David Comsa  
General Council  
Ann Arbor Public Schools  
Date: 6/28/2022

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 (or Friday 8/26)
- 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:** 11th PSAT/NMSQT, 10th PSAT – Late Start for 9th & 12th
- Thursday 20: Early Realease Day for Students
- **Thursday 27:** 12th SAT, 9th PSAT – Late Start for 10th & 11th

**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:** 11th SAT, 9th or 10th PSAT – Late start for 9th or 10th (not testing) & 12th; 8th PSAT – Late start for 6th & 7th
- **Thursday 13:** 11th WorkKeys, 9th or 10th PSAT – Late start for 9th or 10th (not testing) & 12th
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<td>Transition Day - 8th Grade; Early Release for High School Students</td>
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<tr>
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<td>1/2-Day for Elementary &amp; K-8 Students</td>
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<tr>
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*Preschools have a separate calendar*
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<td>Extended PD*</td>
<td>Extended PD*</td>
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<td>May 4</td>
<td>Full day of school for students</td>
<td>Transition Day - 8th (Early Release - HS)</td>
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<td>May 5</td>
<td>Full day of school for students</td>
<td>Transition Day - 5th (Early Release - MS)</td>
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</tr>
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<td>June 8</td>
<td>Full day of school for students</td>
<td>PM Report Writing MS (only)</td>
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</table>

*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

<table>
<thead>
<tr>
<th>Level</th>
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<td>Comp HSs</td>
<td>7:53</td>
<td>8:00</td>
<td>2:51</td>
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<tr>
<td>Community</td>
<td>7:53</td>
<td>8:00</td>
<td>2:57/3:50*</td>
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<tr>
<td>Pathways</td>
<td>7:53</td>
<td>8:00</td>
<td>2:56</td>
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<tr>
<td>MS</td>
<td>8:03</td>
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<tr>
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<td>3:48</td>
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<td>PK</td>
<td>8:15</td>
<td>8:25</td>
<td>3:45</td>
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</table>

*Community - PM Times vary based on students' schedules*

### Equity Implementation Days - Early Release for Students

<table>
<thead>
<tr>
<th>Level</th>
<th>Day End</th>
<th>District or Building* PD (60 min)</th>
<th>TLN (60 min)</th>
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</thead>
<tbody>
<tr>
<td>MS</td>
<td>12:33</td>
<td>12:53 - 1:53</td>
<td>2:03 - 3:03</td>
</tr>
<tr>
<td>K-8</td>
<td>12:48</td>
<td>1:08 - 2:08</td>
<td>2:18 - 3:18</td>
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### High School Exam Times

<table>
<thead>
<tr>
<th>Start Time</th>
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<tbody>
<tr>
<td>8:00</td>
<td>11:50*</td>
</tr>
</tbody>
</table>

*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)

<table>
<thead>
<tr>
<th>Level</th>
<th>Start Time</th>
<th>End Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>MS</td>
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<td>11:50</td>
</tr>
<tr>
<td>K-8</td>
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<td>11:50</td>
</tr>
<tr>
<td>ES</td>
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<td>12:20</td>
</tr>
</tbody>
</table>

### Last Day of School (6/9/22)

<table>
<thead>
<tr>
<th>Level</th>
<th>Start Time</th>
<th>End Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>HS</td>
<td>8:00</td>
<td>9:40*</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Level</th>
<th>Day End</th>
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<td>4:45</td>
</tr>
<tr>
<td>K-8</td>
<td>3:18</td>
<td>3:30</td>
<td>5:00</td>
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<tr>
<td>ES</td>
<td>3:48</td>
<td>4:00</td>
<td>5:30</td>
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### 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
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**Student Days:**
- Elem: 0
- Middle: 0
- High: 0

**Teacher Days:**
- Elem: 0
- Middle: 0
- High: 0

### August - 2022
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**Student Days:**
- Elem: 5
- Middle: 5
- High: 5

**Teacher Days:**
- Elem: 5
- Middle: 5
- High: 5

### September - 2022
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**Student Days:**
- Elem: 20
- Middle: 20
- High: 20

**Teacher Days:**
- Elem: 20
- Middle: 20
- High: 20

### October - 2022
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**Student Days:**
- Elem: 21
- Middle: 21
- High: 21

**Teacher Days:**
- Elem: 21
- Middle: 21
- High: 21

### November - 2022
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**Student Days:**
- Elem: 18
- Middle: 18
- High: 18

**Teacher Days:**
- Elem: 18
- Middle: 18
- High: 18

### December - 2022
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**Student Days:**
- Elem: 26
- Middle: 26
- High: 26

**Teacher Days:**
- Elem: 26
- Middle: 26
- High: 26

### January - 2023
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**Student Days:**
- Elem: 16
- Middle: 16
- High: 16

**Teacher Days:**
- Elem: 16
- Middle: 16
- High: 16

### February - 2023
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**Student Days:**
- Elem: 19
- Middle: 19
- High: 19

**Teacher Days:**
- Elem: 19
- Middle: 19
- High: 19

### March - 2023
```
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**Student Days:**
- Elem: 18
- Middle: 18
- High: 18

**Teacher Days:**
- Elem: 18
- Middle: 18
- High: 18

### April - 2023
```
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**Student Days:**
- Elem: 22
- Middle: 22
- High: 22

**Teacher Days:**
- Elem: 22
- Middle: 22
- High: 22

### May - 2023
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**Student Days:**
- Elem: 22
- Middle: 22
- High: 22

**Teacher Days:**
- Elem: 22
- Middle: 22
- High: 22

### June - 2023
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**Student Days:**
- Elem: 7
- Middle: 7
- High: 7

**Teacher Days:**
- Elem: 7
- Middle: 7
- High: 7

---

**TEACHER DAYS**

- **Elementary:** 184.0
- **Middle School:** 184.0
- **High Schools:** 184.0

**Student Days**

- **Elementary:** 181.0
- **Middle School:** 181.0
- **High Schools:** 181.0

---

*Western and Mitchell Preschool have their own 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.