


To: AAEA Members in Good Standing
From: George Przygodski, AAEA Chief Negotiator, and 3C Executive Director 
Date: March 3, 2023
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 specific to our contractually mandated economic opener.

Included in this packet is the total agreement between the district and the AAEA and the district. Please read it over carefully.

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 **March 6, 2023** beginning at 4:30. A link will be sent to your home email address Monday, March 6 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 March 7, 2023 at 8:00 AM with the vote closing March 8 at 1:00 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 terms of the agreement 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, Fred Klein, Tierra Jackson, Maggi Rohde, 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 March 6.

**2023-24 Economic Re-Opener
Tentative Agreement between
Ann Arbor Public Schools and the AAEA
February 16, 2023**

The parties agree to the following:

- To address the step freeze in the 2018/19 school year, all staff who were impacted by said freeze and who remain on the step schedule (not already on Steps 11, L1 or L2) will advance one (1) step in the 2022/23 school year upon ratification by both parties. Eligible staff will be paid 1/3 of their respective step increment on June 23, 2023. The District and Association shall mutually identify and agree to such eligible employees for step advancement and respective payment. (See Appendix A).
 - Each party reserves the right to submit a name for inclusion or exclusion on the attached list, if facts and circumstances change. Inclusion or exclusion must be mutually agreed upon.
 - Solely for the purpose of this tentative agreement, a teacher is an active employee if assigned to a bargaining unit position for the school year in question, and the teacher is either actively at work or on an approved leave during a portion or all of that year. Impacted staff must be employed in the AAEA bargaining unit at the time of ratification of this agreement by both parties. Staff who leave employment prior to the end of the 2022/23 school year will receive a prorated portion of the increased amount.
- The District contribution toward medical benefit plan annual costs will increase annually by the same percentage as the State of Michigan Department of Treasury memo pursuant to current PA152. For the 2023 calendar year, that amount increased by 1.3%. The Board contribution for the remainder of the 2023 calendar year will be \$1,163.40 per month effective the month following the date of ratification by both parties (based on the annual increase from \$13,781.61 to \$13,960.77). This provision will be in effect for the remaining collective bargaining agreement term.
- The District shall provide 2 paid days for observing religious holidays which fall on a workday. These days will have no carry over, transfer, or payout. Days must be entered by the employee into the attendance management system no later than five (5) workdays prior to the date of use. Employees will be required to use sick days for any religious holidays beyond these two (2) days.

- Longevity to be defined as ‘years of service completed in Ann Arbor Public Schools under the AAEA collective bargaining agreement, as of 9/30 of that applicable year. (e.g., 9/30/2023 for the 2023/24 school year)’.
- The parties agree to incorporate the Memo of Agreement (MOA) related to Non-Certified Professional Staff (NCPS) Board Certification into the Collective Bargaining Agreement (see Appendix B).

In addition, the parties agree to the following for the 2023/24 fiscal year:

- 2% Salary Increase to the AAEA Teacher Salary Schedule for the 2023/24 school year.
 - Teacher Base Hourly for 2023/24 will be \$40.97
 - Appendix V Point value for 2023/24 will be \$7.46
- All current employees hired on or before December 31, 2022 will be eligible for a Full Step Advancement.
- Extend the \$750 on-schedule increase, as currently calculated on the MA Lane Step L2, to each lane’s L2 amount of the salary schedule beginning in the 2023/24 school year.
- A \$2,500 longevity payment will be paid to members annually who have completed seventeen (17) or more years of service as of 9/30 of the applicable year with Ann Arbor Public Schools under the AAEA collective bargaining agreement on the second pay of December beginning in the 2023/24 school year. (See Appendix C)
- This agreement concludes the financial bargain for the 2023/24 fiscal year. The parties agree to schedule the economic-reopener for the 2024/25 fiscal year starting in February 2024.

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, General Counsel
Ann Arbor Public Schools

George Przygodski, Executive Director
3C Coordinating Council

2-26-2023
Date

2-16-2023
Date

Appendix A - Eligible staff are those hired between 9/30/2012 and 12/31/2017 who are not already on Step 11, L1 or L2.

Acord, Casandra A	Conley, John F IV	Hamilton, Katherine L
Adams, Leslie B	Cook, Jonathan A	Hane, Jessica A
Addison, Erin E	Corlew, Linda M	Harper, Megan E
Akins, Connie L	Cornish, Lara M	Harrington, Jennifer C
Alexander, Courtney E	Coveney, Devin M	Harris, Megan L
Allan, Jennifer H	Crook, Nishi A	Harrison, Meredith K
Almassy, David M	Crowell, Kristi M	Hatch, Dorothy C
Alseri, Windy	Crowley, Jessica	Hatt, Nathan A
Ambrosino, Coert	Culbertson, Christopher C	Heaton, John D
Anderson, Molly R	Culver, Tamara L	Hechler, Sarah L
Aquino, Caroline H	Cupit, Robert H	Herskowitz, Melissa
Ash, Robert D III	Daugherty, Evelyn P	Hieber, Jessie A
Asher, Laura A	Dawson, Gretchen E	Hill, Sarah K
Aumen, Jared T	Deacon, Rachel	Hipple, Ashley M
Avenall, Lindsay K	DeBiasi, Zachary J	Hite, Alison A
Badalamente, Sara B	DeJesus, Melissa M	Hoffman, Keely J
Baker, Hailey L	Demps, Erinn L	Hogans, Catherine A
Barton, Lakesha T	Depasquale, Charles J	Hong, Nicole M
Basuni, Shaima A	DeView, Kathleen A	Huntley, Emma
Batkins, Philip J	Devine, Kristin A	Jakab, Sharon E
Bauer, Natalie M	Dewolf, Lawrence C	Jarchow, Jennifer A
Baugh, Leslie L	Dohm, Kathleen C	Jaster, Kimberly A
Bauman, Mariah E	Domangue, Jessica E	Jensen, Rachel M
Bell, Jessica M	Dominick, Sarah D	Johnson, Matthew M
Bellers, William D	Dorn, Kevin C	Jovanovski, Tori E
Bellows, Kathryn A	Duncan, Janet H	Kabat, Jeffrey W
Bergman, Cory D	Eaton, Shelby P	Kahl-Burnstein, Stephanie A
Bertelson, Heather R	Eberts, Alison M	Kairis, Sarah A
Bickel, Chad V	Ennis, Debra L	Karr, Hannah E
Bickers, Antonia D	Epps, Shannon M	Kasper, Christopher T
Blumer, David J	Fineberg, Emily A	Kastanis, Eleni A
Boden, Cara W	Fitzgibbon, Andrea J	Kaucke, Marissa M
Bragalone, Katharina	Flynn, Melissa M	Kayto, Rezn
Brewer, Katherine H	Frankel, Andrew C	Kedroske, Nicole
Brieloff, George A	Frazer, Rebecca E	Kelly-Sell, Elizabeth
Brooks, Rose M	Gallo-Chasanoff, Emma	Kelmigian, Jayme M
Buckwalter, Mary S	Garcia, Frank A	Kent, Emily J
Burkhardt, Julia W	George, Sarah A	Kierce, Megan J
Burrill, Katharine F	Gibler, Christine N	Kilgore, Richard B
Butler, Amy N	Gibson, Kathleen S	Kim, Soyeon
Cacioppo, Shana M	Gibson, Sara M	King-Freyre, Kristie M
Cain, Timothy J	Glaser, Jessica L	Kinter, Katie D
Callison, Anne M	Glei, Catherine E	Kipp, Kyle R
Campbell, William J	Gliniski, Taylor M	Knisley, Mary E
Capitan, Danielle H	Gonzalez, Anna P	Koepp, Jill D
Cartman, Philip J	Gordon, Jenny M	Konett, Ethan
Centivany, Charles B JR	Gordon, Melissa E	Kotlinski, Lea s
Champagne, Tina M	Gottliebsen, Michael	Kucera, Jeremy A
Champion, David R	Gowman, Andrew C	Kushi, Shadmani F
Chappell, Candace H	Greene, David E	Lafferty, Kelsey M
Chartier, Jessica M	Greene, Sarah K	Lancaster, George E
Chung, Kyung J	Griffin, Aimee L	Landis, Michelle A
Clark, Elizabeth A	Gudzinski, Sara H	Lazette, Frances K
Clement, Kayla C	Guest, Patricia D	Lee, Rebecca H
Clyde, Elizabeth A	Hagens, Vonetta T	Lemke, Charity A
Colby, Jennifer E	Hahn, Lauralee M	Lemon, Nicole B

Lewis II, Kenneth R
Li, Anna K
Lilliefors, Erin B
Lincoln, Markus A
Lipton, Molly R
Lodge, Kassandra P
Lubara-Steuer, Rosana J
Lucke, Jessica L
Luxon, James L III
Maans, Alicia C
MacGeorge-Loomis, Alicia L
Macko, Nicole A
Magar, Aprylle J
Maglothlin, Theresa A
Mankad, Maneesha U
Martin, Barbara J
Mathewson, Tracy L
Mattie, David N
McCaman, Anna M
McHale, Lynne
McMillan, Caley L
McMurray, Amanda M
Medeiros, Alison L
Meier, Kristen N
Metler, Marla
Milanowski, Anna R
Mills, Marie B
Mills, Sari L
Milne, Luke A
Mitchell, Elaine K
Mitchell, Tia N
Moger, Nathan T
Mohlman, Charlotte T
Moray, Jacqueline A
Moutard, Catherine R
Nafziger, Jacinta M
Nascimento, Leah S
Nelson, Anessa P
Newton, Kelly E
Niner, Jennifer A
Nordstrom, Karma A
O'Connell, Joseph P
Osantoski, Stephanie M
Osman, Brittany L
Padalino, Laura M
Parent, Saul C
Parnes, Stuart D
Pasola, Katherine E
Pavlik, Brittany H

Pawlowski, Lindsay M
Payer, Kimberly A
Pearson, Shanda L
Peck, Theresa M
Pelchat, Meredith J
Perko, Antonina M
Perry, Lynn M
Peterson, Sarah R
Phillips, Lisa R
Pierce, Elizabeth A
Pilkins, Nicole R
Piper, Mary L
Player, Shakira S
Plouffe, Cheryl A
Popkey, A Alexander M
Raddatz, Derek A
Ray, Brittany L
Rayford-Palmer, Mary L
Raymond, Jessica L
Rentz, Sarah M
Rissman, Stefanie A
Rodriguez, Evaristo R
Rodriguez, Stella A
Rose, Brian J
Ruehlmann, Abby C
Rushdan, JoAnn R
Russell, Katherine S
Ruthven, Kristina R
Satchwell, Amy M
Schaffer, Laura L
Schemanske, Sarah L
Schmidt, Melissa A
Schwankl, Vera J
Semrau, Caroline G
Seyam, Zahra I
Shannon, Robert J
Shanteau, Matthew J
Shanteau, Samantha M
Shaw, Michael P
Sheaffer-Manthey, Mary A
Shelley, Katelyn O
Sheppard, Jennifer L
Sigworth, Andrew J
Simmons, Letitia J
Skodack, Joshua P
Smigell, Sara R
Smith, Reid L
Smith, Ureka L
Smoot, Cathryn L

Snyder, Vincent S
Sprow, Scott W
Stahl, Erin E
Stalhandske, Ann M
Stepnitz, Kathryn E
Stout, Lauren M
Stowe-Blanchard, Amanda C
Sturt, Victoria
Szurek, Lindsey E
Tabor, Salena M
Talmadge, Katie L
Tang, Michelle
Taub-McNabb, Melissa D
Taylor, Gabrielle M
Taylor, Sarah
Teall, Margaret F
Thomas, Brian A
Thomas, Rhonda P
Thomas-Palmer, Jonathan G
Toro Zambrana, Wanda I
Totsuka, Hiroaki
Vancleve, Caitlin E
Van-Ee, Kelly S
VanLoo, Sarah E
Vanloo, William D
VanRiper, Rachel S
Vargo, Megan L
Villanueva, Melissa R
Vu, Suzanne M
Waanders, Allison H
Waite, Madeleine M
Weir, Alexis M
West, Christia L
Whybark, Marie K
Widmer, Elizabeth A
Wight, Ashley E
Willard, Jason J
Williams, Corey M
Wills-Begley, Elliot H
Wilson, Jean R
Winter, Kristen A
Woelmer, Christine H
Wood, Amanda B
Woods, Camille A
Woods, Christine A
Woods, Raleigh J
Wroblewski, Sarah R
Yeh, Yu-Ting
Zeuty, Bridget B
Zilio, Nicole W

Appendix B

Memorandum of Agreement
between
The Ann Arbor Education Association
and
The Ann Arbor Board of Education

The parties have collaboratively agreed to an established District annual fund of \$10,000 in recognition of NCPS staff for achieving National Board Certification in their respective NCPS discipline.

1. The NCPS eligible employee must submit proof of a valid NCPS Board Certificate. Valid certifications must be submitted through the google form link:

<https://forms.gle/UQmSvfgpHEYCDFDe6>
2. The annual fund will be equally divided among the NCPS staff who are nationally board certified up to a maximum of \$1,000. NCPS staff less than 1.0 FTE will receive a prorated share from the annual fund.
3. The annual fund will be established for the 2020-21, 2021-22 & 2022-2023 school years.
4. The lump sum payment will be made on the first paycheck in December.

This Memorandum of Agreement constitutes the entire understanding and agreement reached by the parties with respect to this matter, and is not precedent setting as to the master contract or the policies of the Board of Education of the City of Ann Arbor.

This Memorandum of Agreement expires December 21, 2022 and shall not renew without the parties written consent.

ANN ARBOR PUBLIC SCHOOLS

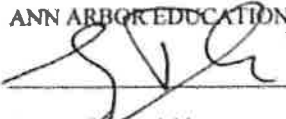


David A. Comsa
Deputy Superintendent/General Counsel

4/21/2021

Date

ANN ARBOR EDUCATION ASSOCIATION



George Rzygodski
3C Executive Director

4-21-2021

Date

Appendix C - Employees Eligible for Longevity Stipend

Alwin, Abigail S	Cornish, Mary M	Goodly, Margaret
Anderson, Tracy L	Coulson-mobley, Kimberly A	Gore, Jowanda D
Andrew-Vaughan, Sarah J	Cramer, Michael D	Gracey, Rebecca J
Angeli, Julie B	Crenshaw, Kelly M	Grant, Diane F
Armstrong, Stephen A	Crosby, Linda	Grant, James T
Arnold, Audrey L	Czajka, Kelly L	Greer, Connie L
Arnold, Jamie L	Czuchnowsky, Larissa A	Gusfa, Angela T
Arnold, Karen L	Daniel, Ameer A	Haddas, Karen L
Ashley, Shawn M	Daniel, Ellen M	Hagan, Linda M
Badel, Andrea M	Darragh, Benjamin J	Hahn, Gretchen C
Bailey, Paul D	Davis, Laura A	Hale, Martha Y
Ball, Rebecca W	Day, Cheryl L	Hane, Sherri A
Bares, Lisa R	De Pasquale, Natalie	Hanrath, Margaret B
Barnes, Jennifer A	De rosia, Maria B	Harris, Jennifer R
Barricklow, Angela S	Dean, Kimberly L	Harris, Marcia A
Bartley, Eugene T	Dekeyzer, Carol S	Harris, Michael
Baskey, Linda C	Deller-Antieau, Amy J	Hathaway, Stephen R
Bassett, Theresa A	Delles, Tammie L	Heaton, Janet B
Bauman, Elizabeth A	Deucher, Christine L	Henderson-rochell, Karen L
Behmer, Kevin S	Dey, Alexandra A	Hepner, Kristina M
Bell, Tamala L	Difranco, Carmen J	Herrera, Rolando
Benton, Lisa L	Donnelly, Julie A	Hoover, Susan A
Berger, Kris Ann	Down, S Dianne	Howe, James D
Bernier, Aina B	Downs, Chad D	Hubbard, Avery V
Bert, Kelli G	Dresch, Dane	Hudson, Laura J
Bezeau, Anne C	Dubreuil, Sophia S	Hunter, Scott P
Bishop, Kristine R	Duggins, Thomas N	Huyck, Philip A
Bondroff, Joseph J	Duman, Jennifer E	Jaaskelainen, Kristal A
Bonnee, Gwen M	Durell, Jennifer L	Jackson, Kimberly D
Borgsdorf, David J	Edwards, Kayna	Jarjoura, Reema S
Bower, Robert K JR	Eldon, Aimee G	Jarmon-Blair, Dawn
Brann, Wanda C	Eldon, Sean M	Jender, Laura E
Brecht, Jo E	Ellis, Genevra E	Johnston, Tyra K
Brisson, Richard S	Embry, Marie Lynette F	Jones, Kathryn A
Brock, Shelly	Emch, Ted J	Kass, Jeffrey S
Brower, Shelley L	Erdstein, Rachel E	Kellar, Kelly E
Bunch, Helen C	Erickson, Theresa K	Kinlaw, Thelma A
Burdick, Ann M	Esper, Sunnie C	Kinnard, Jodi L
Burk, Courtney L	Ferguson, Keisha M	Klein, Frederick W
Burke, Rian J	Finch, William H	Koli, Julia L
Campbell, Philip P	Fisher, David M	Kolokithas, Donna J
Carlin, Laura K	Fisher, John G	Koutoulas, Patricia G
Carnegie III, Ralph G	Fisher, Millicent	Krause, Kerry S
Carpenter, Melissa E	Fitzgerald, Debra M	Krebsbach, Peter J
Carter, Stephanie M	Fox Jr, Robert J	Kreger, Sandra G
Cerniglia, Henry C	Frantom, Sarah	Kubacki, Kristin L
Chambers, Ann E	Franzen, Megan D	Lamberjack, Kelly A
Chance, Hookki	Friday, Pamela L	Lantis, Lauren T
Cheladyn, Kelly A	Funk-Carter, Kathryn G	Lapere, Wendy S
Chen, Faith K	Garrett, Christine M	Larson, Peter M
Christiansen, Angela R	Gatonez, Diana	Lauer, Shannon R
Clarkson, Thomas A	Geffen, Bruce M	Leach, David A
Clyde, Carol W	Gengler, Charlotte E	Lecloux, Michael T
Cocco, Nancy N	Ghawi, Nadine M	Lederer, Peggy O
Cole, Roberta S	Gibbs, Marcia P	Lederer, Robert
Collins, Andrew R	Goffee, Steven W	Lee, Derek A
Cooper, Jessica B	Gold, Julia L	Lee, Vivian Y

Levine, Elana R
Lincourt, Brian J
Linton, Edith A
Loeb, Allan H
Long, Roger K
Lovelace, Michael S
Loveland, Tracy E
Lowe, Amanda L
Macarthur, James C
Mack, Stacey M
Macke, Michele M
Mackercher, Kathryn L
Maier, Robert J
Malcolm, Jacqueline K
Malley, Judith A
Marshall-Diver, Tristan P
Mc Dowell, Janis A
McAlinden, Colleen M
McCully, Brooke H
McGee, Ellen O
McGraw, Kenneth F JR
McKeith-Shaker, Stephanie A
McKelvey, Maria
Mendoza, Mary D
Metry, Tracey A
Meyer, Andrew T
Micou, Madeline L
Middleton, Shanna M
Miller, Abbie L
Miller, Diamado D
Miller, Lisa L
Montri, Maria E
Moon, Heather M
Morabito, Kara M
Moreno, Martin J
Morgan, Christopher
Morningstar, Soon L
Mosher, Danelle D
Mosher, Nicholas N
Mullice, Deborah R
Murphy, Catherine R
Murphy, Maria T
Murphy, Nelda J
Mustapha, Dairia L
Nalepa, Andrew T
Nixon, Jane E
Nordstrom-Smith, Amber E
North, Christine S
Northrop, Kristin B
Nowicki, Veronica L
Nunlee, Nicole L
Ohman, Holli E
Oleksinski, Jeffrey M

Olsen, Kimberly B
Othman, Tahani A
Ozuna, Laura H
Packard, Donald J
Packard, John M
Pantolin, Katherine L
Parfitt, Claudia J
Park, Young M
Parmer, Curtis N
Perry, Amy L
Peurach, Constance M
Pike, Nicole
Podojil, James C
Powell, Nathaniel L
Pryce, Sharon S
Publiski, Laura A
Puente, Jennifer L
Quint, Jennifer G
Racine, Liviya K
Raupp, Margaret C
Richards, Brent R
Ringo, Anita M
Roberts, Annemarie
Robinson, Ronald S
Rodriguez, Amy N
Rohde, Margaret S
Ross, Jaclyn G
Rothfeld, Yael D
Rothman, Wendy A
Rudberg, Mary C
Ryan, Mary K
Sabó, Sean E
Sanborn, Phillip D
Sanch, Susan E
Sansbury, Russell G
Sastre, Diane J
Schenk, Barbara J
Schreck, Debra K
Schroeder, Cheryl L
Schultz-Fox, Ellen A
Sherman, Shannon M
Shih, Ko A
Shockey, Yvette M
Shoemith-Lewis, Suzanne M
Sietz, Carina J
Smigell, Jonathon M
Smith, Andrew C
Smith, Janice L
Snow, Dawn E
Sobolewski, Mark J
Soupal, Ryan R
Spiroff, Julie A
Stern, Elizabeth L

Stern, Jonathan J
Stewart, Anthony L
Stewart, Michael J
Sullivan, Mary S
Swanson, Bernadette G
Szczygiel, David A
Tarchinski, Carol M
Taylor, Jeffrey R
Taylor, Rachel A
Terry, Wendy L
Teshima, Lisa M
Therault-Kimmey, Emily A
Thobe, Scott A
Thomas, Robin C
Thompson, Lisa L
Thorpe-knoll, Darcy J
Trocchio, Bret J
Tucker, Kenyatta A
Turner, Anne Marie N
Urda-Thompson, Andrea
Vail, Amy L
Van Appledorn, Amy L
Vance, Sara J
VanRyn, Kristine J
VerLee, Kristal M
Vess, James T
Vincent, Dusti J
Vinter, Alexander W
Walsh, Jennifer L
Walters, Charlise K
Ward, Anne F
Warner, Casey S
Warner, Emily G
Warr, Angela M
Warren, Lauren H
Weindorf, James L
Wesley, Valerie J
Whitaker-kribe, Kristi L
Whitcomb, Kristin A
Whitehorn, Tonya D
Wier-Leonard, Peggy J
Wigton, Mary M
Wilkening, Jennifer A
Willets, Jeffrey V
Williams, Laurie H
Wilson, Kip A
Wooley, Hillary L
Workman, Kirsten Y
Wright, Kimberley S
Wyse, Amanda D
Wyse, Joel
Yee, Christy E
York, Jennifer D