

**2022-23 Economic Re-Opener
Tentative Agreement between
Ann Arbor Public Schools and the Ann Arbor Administrator Association
March 2, 2023**

The parties agree to the following:

- To address the step freeze for AAAA members in the 2019/20 school year, all AAAA staff who were impacted by said 2019 step freeze and who remain on the step schedule (not already on Step 8) will advance one (1) step in the 2022/23 school year upon ratification by both parties. The District and Association shall mutually identify and agree to such eligible employees for step advancement. (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 AAAA staff member is an active employee if assigned to a bargaining unit position for the school year in question, and the AAAA staff member is either actively at work or on an approved leave during a portion or all of that year. Impacted AAAA staff must be employed in the AAAA bargaining unit at the time of ratification of this agreement by both parties.
- 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 \$1,094.00 per month effective the month following the date of ratification by both parties (based on the annual increase from \$12,959.52 to \$13,127.99). 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.

In addition, the parties agree to the following for the 2023/24 fiscal year:
(see Appendix B for proposed 23/24 salary table format)

- 2% Salary Increase to the AAAA Salary Schedule for the 2023/24 school year.
 - Supplemental hourly rate for 2023/24 will be \$64.46
 - Future base hourly will be increased by the same percentage as base pay.
- All current employees hired on or before December 31, 2022 will be eligible for a Full Step Advancement.
- The Ann Arbor Public Schools understands the value of the professional growth and development of the leadership team. An advanced degree represents a commendable commitment to improving one's leadership capacity and quality in service to the students, staff and family of the Ann Arbor community. As such, any member of the AAAA who holds an advanced degree, related to the field of education, will receive an increased flat rate value to their annual base salary as follows.
 - MA+30 = \$500 (*Additional credits must be subsequent in time to the Master Degree. Courses must be university level and related to the field of education.*)
 - Education Specialist = \$1000
 - Doctorate = \$2500

Upon request submitted to Human Resource Services on the appropriate form, the Board shall grant placement on the appropriate salary schedule, effective according to the schedule identified below. The transcript or other official statement from the granting institution, showing the change in hours or degree, must be received in the same semester as the application.

For requests received prior to 5:00 p.m. Friday of the fourth week of the school year to be effective the beginning of the school year;

For requests received after the fourth Friday but prior to the last day of the first semester to be effective at the start of second semester.

- Longevity to be paid at 1% above Step 8 base pay to members who have completed 11 years of service in the AAAA bargaining unit. Longevity to be defined as 'years of service completed in Ann Arbor Public Schools under the AAAA collective bargaining agreement, based on seniority date as of 9/30 of that applicable year. (e.g., 9/30/2023 for the 2023/24 school year)'.
 - 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.

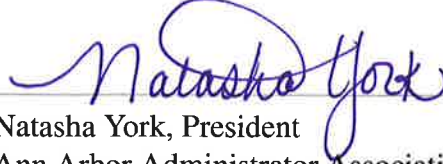
All other provisions of the agreement shall remain in full force and effect as required by law during negotiations and until the agreement is terminated. No step increases or other increases to employee pay raises, compensation, or fringe benefits shall occur unless otherwise agreed in writing.

ANN ARBOR PUBLIC SCHOOLS

ANN ARBOR ADMINISTRATOR ASSOCIATION



David A. Comsa, General Counsel
Ann Arbor Public Schools



Natasha York, President
Ann Arbor Administrator Association

3/15/2023

3/15/23

Date

Date

Appendix A - Eligible staff are those whose seniority date falls between 7/1/2011 and 12/31/2018 who are not already on Step 8:

Allen, Amina H
Alston, Melita N
Callahan, Rose M
Carter, Che A
Claar, Eve M
Crowe, Kristin
Daddow, Jennifer L
Epler, Alison C
Fenech, Megan L

Giles, Taneaia L
Halabu, Heather A
Humphrey, Jamar R
Kocher, Robin L
Latour, Edward P
Mcelmeel, Cory J
Micou, Shaenu A
Newing, Angela R
Peterson, Jaye S

Siegel, Karen A
Sumerton, Michael B
Szwejkowski, Brandon C
Telfer, Joann S
Tuzinsky, Marci L
Whiren, Anthony J
Wiese, Mary B
Wolf, Laura A
Wright II, William N
York, Natasha

Appendix A

AAAA Salary Schedule 2023-2024 Draft

Includes 2% increase on Base Pay; Addition of Step 9 Longevity

Category 1 (261 days) HS Principal	Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)
Step 1	\$122,431	\$122,931	\$123,431	\$124,931
Step 2	\$124,579	\$125,079	\$125,579	\$127,079
Step 3	\$126,759	\$127,259	\$127,759	\$129,259
Step 4	\$128,974	\$129,474	\$129,974	\$131,474
Step 5	\$131,235	\$131,735	\$132,235	\$133,735
Step 6	\$133,537	\$134,037	\$134,537	\$136,037
Step 7	\$135,872	\$136,372	\$136,872	\$138,372
Step 8	\$141,359	\$141,859	\$142,359	\$143,859
Longevity*	\$142,772	\$143,272	\$143,772	\$145,272

Category IV (210 days) Class Principal/HS; Athletic Director	Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)
Step 1	\$99,437	\$99,937	\$100,437	\$101,937
Step 2	\$101,157	\$101,657	\$102,157	\$103,657
Step 3	\$102,907	\$103,407	\$103,907	\$105,407
Step 4	\$104,685	\$105,185	\$105,685	\$107,185
Step 5	\$106,496	\$106,996	\$107,496	\$108,996
Step 6	\$108,337	\$108,837	\$109,337	\$110,837
Step 7	\$110,211	\$110,711	\$111,211	\$112,711
Step 8	\$114,808	\$115,308	\$115,808	\$117,308
Longevity*	\$115,956	\$116,456	\$116,956	\$118,456

Category II (261 days) HS Dean; Pathway Principal	Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)
Step 1	\$112,935	\$113,435	\$113,935	\$115,435
Step 2	\$114,903	\$115,403	\$115,903	\$117,403
Step 3	\$117,026	\$117,526	\$118,026	\$119,526
Step 4	\$119,079	\$119,579	\$120,079	\$121,579
Step 5	\$121,054	\$121,554	\$122,054	\$123,554
Step 6	\$123,177	\$123,677	\$124,177	\$125,677
Step 7	\$125,329	\$125,829	\$126,329	\$127,829
Step 8	\$130,453	\$130,953	\$131,453	\$132,953
Longevity*	\$131,757	\$132,257	\$132,757	\$134,257

Category V (210 days) MS Assistant Principal; Assistant Dean; Assistant Director	Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)
Step 1	\$97,158	\$97,658	\$98,158	\$99,658
Step 2	\$98,864	\$99,364	\$99,864	\$101,364
Step 3	\$100,604	\$101,104	\$101,604	\$103,104
Step 4	\$102,366	\$102,866	\$103,366	\$104,866
Step 5	\$104,151	\$104,651	\$105,151	\$106,651
Step 6	\$105,969	\$106,469	\$106,969	\$108,469
Step 7	\$107,823	\$108,323	\$108,823	\$110,323
Step 8	\$113,156	\$113,656	\$114,156	\$115,656
Longevity*	\$114,287	\$114,787	\$115,287	\$116,787

Category III - A (215 days) Elem. Principal; MS Principal	Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)
Step 1	\$104,869	\$105,369	\$105,869	\$107,369
Step 2	\$106,705	\$107,205	\$107,705	\$109,205
Step 3	\$108,573	\$109,073	\$109,573	\$111,073
Step 4	\$110,486	\$110,986	\$111,486	\$112,986
Step 5	\$112,430	\$112,930	\$113,430	\$114,930
Step 6	\$114,396	\$114,896	\$115,396	\$116,896
Step 7	\$116,396	\$116,896	\$117,396	\$118,896
Step 8	\$121,214	\$121,714	\$122,214	\$123,714
Longevity*	\$122,426	\$122,926	\$123,426	\$124,926

Category VI (210 days) EL Assistant Principals	Base Pay	MA+30 (+\$500)	Ed Spec (\$1000)	PhD (\$2500)
Step 1	\$96,315	\$96,815	\$97,315	\$98,815
Step 2	\$98,004	\$98,504	\$99,004	\$100,504
Step 3	\$99,724	\$100,224	\$100,724	\$102,224
Step 4	\$101,482	\$101,982	\$102,482	\$103,982
Step 5	\$103,251	\$103,751	\$104,251	\$105,751
Step 6	\$105,052	\$105,552	\$106,052	\$107,552
Step 7	\$106,886	\$107,386	\$107,886	\$109,386
Step 8	\$111,246	\$111,746	\$112,246	\$113,746
Longevity*	\$112,359	\$112,859	\$113,359	\$114,859

* Longevity = After 11 years of service in the AAAA bargaining unit, based on seniority date as of 9/30 of given year, AAAA members will receive a 1% on Step 8 Base Pay

The Superintendent may withhold salary improvements, in whole or in part, when the Administrator's performance is judged to be failing in any one of the categories in the written evaluation or when the average of all the categories is Ineffective and Minimally Effective

Each Year HS Class Principals and Assistant Deans may work 25 additional days total, per school, at the end of their current contractual year. MS Principals and MS Assistant Principals may work 20 additional days total, per school, at the end of their current contractual year. Elementary Principals and Elementary Assistant Principals may work 5 additional days total, per school, at the end of their current contractual year. SISS AD's may work 20 additional days, in total, at the end of their current contractual year. Preschool Director and Assistant Director may work 20 additional days, in total, at the end of their current contractual year. Members will be paid at the supplemental rate for the additional days. Each school or group will submit a work plan to the Executive Director of their level detailing the work to be performed and the days the work will occur. From this allotment, the Superintendent, or designee, may require up to 4 days, at the end of their current contract, for Professional Development. Notification will happen by February 1st for any required Professional Development outside the contractual work year. Any PD scheduled in July will be mutually agreed upon.

The Ann Arbor Public Schools understands the value of the professional growth and development of the leadership team. An advanced degree represents a commendable commitment to improving one's leadership capacity and quality in service to the students, staff and family of the Ann Arbor community. As such, any member of the AAAA who holds an advanced degree, related to the field of education, will receive an increased value to their salary as noted above. Such rates are a flat rate addition to the base pay.

Supplemental hourly rate: \$64.46; future hourly rate to increase by same percentage as increase to overall salary table.