

Tentative Agreement June 27 2022
between
Ann Arbor Public Schools
And the
Ann Arbor Administrator Association

3 Year Agreement (Duration of Agreement Article XXVI)

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

Appendix A - AAAA Salary Schedule

- 1% Increase for the 2022/23 school year.
- Full Step Advancement for the 2022/23 school year. *and removal of ½ step salary schedule. If currently on a ½ step, AAAA members will be increased 1.5 steps.*
- Add: The Ann Arbor Public Schools understands the value of the professional growth and development of the leadership team. A doctorate degree signifies the highest level of academic achievement professional in the field of education and 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 has a doctoral degree, related to the field of education, will receive a \$2500 yearly stipend.
- Add Mentor Compensation of a \$2,000 stipend for 1st year; to be prorated for mid-year assignments. Future years subject to review at end of each school year by the Superintendent or designee. Payable upon completion and submission of mentor checklist.
- ADD: In the unlikely event Administrators are requested to work on weekend days or holidays the matter of compensation should be brought to Collaborative Council or Huddle
- Correct last paragraph of salary to include “Preschool Director and Assistant Director” may work 20 additional days... as agreed to 5/25/18 signed by Comsa and Skiba
- ADD: Summer Hiring/Staffing days are reported separately and not included in the regular annual allotment in current contract. Increase annual allotment for elementary buildings with assistant principals to 10 days.
- If a member believes they are improperly placed on the salary scale, they should request a review by the Assistant Superintendent of Human Resources or designee.

Financial Reopener

Bargaining for an economic reopener will begin each November upon completion & reporting of the District’s Financial Audit and the Student Fall Count and the per pupil allowance.

Language Agreements/Counters

Article XVII – MISCELLANEOUS BENEFITS

E. Each administrator shall be encouraged to participate in professional organizations. These organizations shall be work related and do not include organizations and associations formed for the purpose of collective bargaining. ***The board will continue to provide funds to cover the administrator's participation in these organizations.***

NEW ARTICLE XXIV – COLLABORATIVE COUNCIL

A. A team shall be constituted which will consider issues arising only from matters covered in the contract. The team will be charged with the timely resolution of problems related to these issues: The team will be composed of at least two persons representing the Board and at least two persons representing the Association. This team shall be authorized to make decisions in the form of informal understandings and memoranda of agreement interpreting and applying the contract.

1. ***Collaborative Council Problem Solving Sessions shall occur monthly at a mutually agreed upon date/time. Initial date will be determined upon Administrators' return in August and calendar of meetings for the year determined at that time. ~~on the second Monday of the month at 9:30 am.~~ This may be changed by mutual agreement.***
 - Notes will be taken during the meeting. The parties will alternate the scrivener;
 - At the conclusion of each meeting the parties will review the notes and discuss and set next steps and timeframe; ***the next month's agenda will be sent to both parties***
 - Should cancellation of a meeting be necessary the party canceling must offer two alternative dates.
2. ***The district agrees to the establishment of AAAA Huddle for priority items between meetings. Huddle not to exceed 30 minutes in length. Huddle may be convened by either party to prioritize concerns such as but not limited to staffing, health concerns, workload issues, etc. Huddle will report out to Collaborative Council on any recommendations.***

NEW ARTICLE XXV – MENTOR PROGRAM

MENTOR

A. Superintendent or designee will determine the length of assignment of a mentor and select an Administrative Mentor with input from the New Administrator's supervisor. The Mentor should hold the same AAPS position as the New Administrator whenever possible. New Administrators and current advancing AAPS members in new positions shall have a mentor assigned for at least one year.

B. Responsibilities:

1. ***Assist New Administrator into new position***
2. ***Year 1 - Complete Checklist (Appendix B - checklist and mentor/mentee handbook to be determined by joint committee and approved in the collaborative council by December 1, 2022).***
3. ***Year 2 and 3: Develop a monthly plan for mentor/mentee meetings/check-ins***

C. Stipend:

- ***The stipend will be paid after the Mentor Administrator has submitted a completed checklist of meetings held with the New Administrator.***
- ***\$2,000 stipend for 1st year; to be prorated for mid-year assignments***
- ***Future years subject to review at end of each school year by the Superintendent or designee***
- ***Administrative Mentor Stipend will be paid upon completion of the checklist***

D. Review of Assignment:

To assure maximum effectiveness of the program, either party may request review of the mentor/mentee relationship to the superintendent's designee.

ARTICLE XX

5. The individual administrator may use discretion in scheduling **their** his/her time, ~~especially~~ on those days when **no staff** teachers, by contract, are ~~not~~ required to report to the **building** work, **unless in the judgment of the immediate supervisor use of the day would adversely impact building operations and needs.** ~~provided that:~~

- ~~identified assignments are up to date;~~
- ~~the administrator is able to predict with some certainty that he/she will not be needed by his/her constituency;~~
- ~~or someone other than the administrator will be available to respond to needs;~~
- ~~mutual agreement with the supervisor and the administrator.~~

~~The district reserves the right to call groups of administrators together on those days to facilitate staff development and planning opportunities within the spirit of team management. Every effort will be made to schedule such a day well in advance.~~

6. Any AAAA member will be allotted up to 10 workdays per year to use their own personal leave days for contract work outside of the Ann Arbor Public Schools. The position must be approved by the Superintendent or designee.

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



Shonta Langford
Executive Director
Human Resource and Legal Services

ANN ARBOR ADMINISTRATORS ASSOCIATION



Jason Skiba
Ann Arbor Administrators Association
President

06/29/2022

Date

06/30/2022

Date