

**2023-24 Economic Re-Opener
Tentative Agreement between
Ann Arbor Public Schools and the AAEA-OP
March 1, 2023**

The parties agree to the following:

Article 17

- (Section 1 - E) At the retirement or resignation of the employee, or at the death while with the Employer and after ten (10) consecutive years of employment with the Ann Arbor Public Schools- OP Union, the remaining accumulated sick leave shall be paid, at the current hourly rate, to the employee or to his/her estate according to the following schedule:

Accumulated Sick Leave	Payment
0 – 50	55% of the total number
51 – 100	65% of the total number
101 – 200	75% of the total number

The sick leave payout will be paid directly into a tax sheltered annuity through MEA Financial Services/Paradigm Equities, subject to contribution and other limitations imposed by applicable state/federal laws. If they have reached the maximum contributions allowed by law then they will receive the payment through payroll with all applicable taxes withheld.

- (Section 2 - new E) Employees will be granted up to 5 days of paid bereavement leave separate from the employee's sick bank or personal business days in circumstances of death for an immediate family member as defined in Article 17(2)(B). This leave will be granted per occurrence involving a death of an immediate family member.
- (New Section 5) Employees may use up to twelve (12) weeks of leave from their accrued sick time for the purpose of bonding time in the event of a birth or adoption. This leave is applicable for maternity or paternity time. This leave would run concurrently with an FMLA allowable leave..

Article 20

- 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:

- New 10 Step Salary Scale (including a 2% salary increase for the 2023/24 school year).
- Longevity to be defined as 'years of service completed in Ann Arbor Public Schools under the AAEA-OP 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)'.

Longevity rate will be 4% above Step 10 for members who have completed 10 years of service.

- All current employees hired on or before December 31, 2022 will be eligible for a Full Step Advancement.
- 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

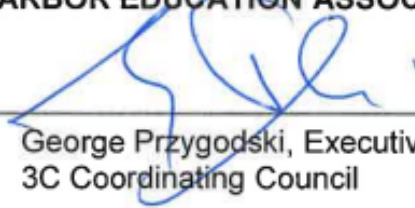


David A. Comsa, General Counsel
Ann Arbor Public Schools

3/15/2023

Date

ANN ARBOR EDUCATION ASSOCIATION



George Przygodski, Executive Director
3C Coordinating Council

3-1-2023

Date

Appendix A

District Proposal Structure 3-1-2023						
Includes restructure to 10 Step Scale as shown						
Includes 2% addition to the Salary Scale						
Includes 4% Longevity on top of Step 10						
Class	Step	Proposed		Class	Step	Proposed
B	1	\$16.83		T	1	\$18.00
B	2	\$16.83		T	2	\$18.73
B	3	\$16.83		T	3	\$19.47
B	4	\$16.83		T	4	\$20.25
B	5	\$16.83		T	5	\$22.38
B	6	\$16.98		T	6	\$22.53
B	7	\$17.14		T	7	\$22.68
B	8	\$17.29		T	8	\$22.84
B	9	\$17.44		T	9	\$22.99
B	10	\$17.60		T	10	\$23.14
B	Longevity (11)	\$18.30		T	Longevity (11)	\$24.07
Class	Step	Proposed		Class	Step	Proposed
C	1	\$17.09		Z	1	\$18.87
C	2	\$17.26		Z	2	\$19.62
C	3	\$17.43		Z	3	\$20.81
C	4	\$17.69		Z	4	\$21.85
C	5	\$19.73		Z	5	\$24.03
C	6	\$19.88		Z	6	\$24.18
C	7	\$20.03		Z	7	\$24.34
C	8	\$20.19		Z	8	\$24.51
C	9	\$20.34		Z	9	\$24.68
C	10	\$20.49		Z	10	\$24.82
C	Longevity (11)	\$21.31		Z	Longevity (11)	\$25.81
Class	Step	Proposed				
D	1	\$17.49				
D	2	\$17.76				
D	3	\$18.02				
D	4	\$18.92				
D	5	\$21.00				
D	6	\$21.15				
D	7	\$21.31				
D	8	\$21.46				
D	9	\$21.61				
D	10	\$21.77				
D	Longevity (11)	\$22.64				