

**2023-24 Economic Re-Opener
Tentative Agreement between
Ann Arbor Public Schools and the AAEA-Paraeducators
March 13, 2023**

The parties agree to the following:

Article 14 Sick Leave

- Restrictions on Use - C(2) to be eliminated
- Restrictions on Use C(3) - Use of unpaid days beyond the employee's personal sick leave accumulation, except those days taken while on an approved unpaid leave of absence (in accordance with Article 15), will be subject to the following progressive discipline:

1st occurrence - letter of warning and meeting with supervisor

2nd occurrence - 1 day unpaid suspension

3rd occurrence - 5 days unpaid suspension

4th occurrence - termination

Occurrence is defined as one (1) or more consecutive days of an absence.

For the purposes of progressive discipline, absences in Paragraph C(3) may be counted over a period of 24 months.

- Common Sick Bank - D(1) - Addition - The union will provide quarterly reports to the Assistant Superintendent of HR or designee with the beginning balances, days donated, itemized list of usage and resulting balance.
- Common Sick Bank - D(2) The union will establish a Sick Leave Bank Committee, to make decisions on allocations to any applicant. The Committee members shall be held harmless by the Employer and the Association for any decisions they make provided those decisions are consistent with mutually approved guidelines for the operation of the Sick Leave Bank and with the law. The decisions of the Committee will be final, and not subject to the grievance procedure described elsewhere in this Agreement.

Article 19

- 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::

Article 14 Sick Leave

- Accruals - A(1) All Employees (with the exception of those stipulated in 14(A)(2)) shall receive 1.5 sick days per month.
- Accruals - A(3) to be eliminated.
- Accruals - A(4) Sick leave may accumulate to a maximum of one hundred and twenty five (125) days.

Employees who on June 30, 2004 had accumulations in excess of 90 days will keep their current accumulations

- This article will be remunerated according to the above changes.

Article 17

- New D - Post Secondary Education Degree. An AAEP employee who holds a Bachelor of the Arts (BA) or Bachelor of Science (BS) degree shall be compensated based on the following scale. The employee must submit an official transcript to the HR Office to be eligible for this additional pay prior to [date]. Additional Pay will be paid [date].

6.5 hours/week = \$500

6.7 hours/week = \$512

7.0 hours/week = \$535

7.5 hours/week = \$580

8.0 hours/week = \$625

- Separation Pay (current E - will be new F) - At the retirement or resignation of the employee remaining accumulated sick leave shall be paid at the current hourly rate, to the employee in the following manner:
 - After ten (10) consecutive years of employment, based on seniority within the AAEP unit, sick leave balance to be paid at sixty percent (60%)
 - After fifteen (15) consecutive years of employment, based on seniority within the AAEP unit, sick leave balance to be paid at seventy percent (70%)
 - After twenty (20) consecutive years of employment, based on seniority within the AAEP unit, sick leave balance to be paid at eighty percent (80%)
- This article will be remunerated according to the above changes.

Article 18

- Insurance (B) Option 1 the district will provide Vision Insurance as defined in 18(H) (this does not include Child Care workers) beginning July 1, 2023.
- Insurance (H) Vision Care Benefits: The Vision Care Insurance provided in Paragraph B above shall be MESSA Vision Service Plan (VSP-3 Plus P 250CL) or a plan equivalent in benefits.
- Cash in Lieu (M) - The following sliding scale will be in effect starting July 1, 2023. This scale will be determined based on the number who opt-out of medical coverage:

If	1 to 10	\$1,000
	11-15	\$1,200
	16-20	\$1,500
	21-60	\$1,700
	61-71	\$2,000
	72+	\$2,500

- New employees who OPT-out at any time after the end of August will only be paid their prorated share of the applicable payout
- New employees who OPT-out after the end of August will not impact the sliding scale payout, which is established at the end of August.
- OPT-out payments are to be paid the first pay of the month for 10 months beginning in September and ending in June. The OPT-out number will be determined at the end of August of the applicable year based on the number of employees that OPT-in or OPT-out at that time.
- Only one member per family/or relationship is eligible.

Article 21

- Personal Business Days (New C) - One (1) Sick Leave Day may be utilized as Personal Business Day, not to be used on payday Fridays, before or after a holiday, vacation period, or during the first or last week of the school year.

Article 28

- Other Conditions of Employment (B-1) Sub Pay -- Paraeducators who have a minimum of 60 college credit hours may be assigned to substitute teacher positions in addition to their regular assignment. The Paraeducator must hold a valid Michigan Substitute Teacher Permit, the cost of which will be covered by the district.
- Other Conditions of Employment (B-3) Sub Pay -- In addition to their regular daily wage, paraeducators assigned to a full day substitute teacher assignment will be compensated an additional \$120; and paraeducators assigned to a half day assignment will be compensated an additional \$60.

- Other Conditions of Employment (new C) Preschool and Self-Contained Paraeducators will be paid an additional \$75 on any day that their assigned classroom teacher is not available. In the event there are multiple assistants in the classroom, the senior paraeducator would receive the additional pay; future dates would rotate among the remaining paraeducators assigned to the classroom.

Appendix A:

- 2% Salary Increase to the AAEA-PARA and SACC Salary Schedule for the 2023/24 school year.
- All current employees hired on or before December 31, 2022 will be eligible for a Full Step Advancement.
- Longevity to be defined as 'years of service completed in Ann Arbor Public Schools under the AAEA-Para collective bargaining agreement, based on seniority date with the AAEA-P group as of 9/30 of that applicable year (e.g., 9/30/2023 for the 2023/24 school year)'.
Longevity rate, L3, will be 6% above Step 5 for members who have completed 10 years of service.
- 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

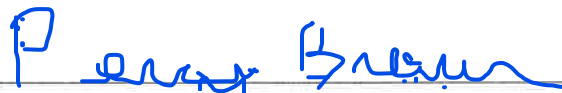
George Przygodski, Executive Director
3C Coordinating Council

3/13/2023

3-13-2023

Date

Date



Percy Brown, President
AAEA-P

3-13-2023

Date