

**2023-24 Economic Re-Opener
Tentative Agreement between
Ann Arbor Public Schools and the ASCSA
March 20, 2023**

The parties agree to the following:

Article XIII - New J - 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:

- 2% Salary Increase to the ASCSA 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.
- Vision Care Benefits: The Board agrees to provide the premium for up to full family vision insurance beginning July 1, 2023 (Article XV)
- 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

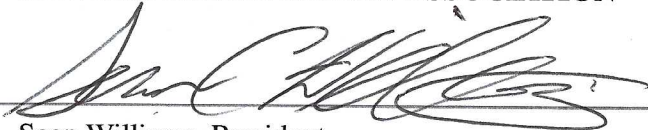
ANN ARBOR EDUCATION ASSOCIATION



David A. Comsa, General Counsel
Ann Arbor Public Schools

4/3/2023

Date



Sean Williams, President
ASCSA

4/3/23

Date