

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

The parties agree to the following:

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:

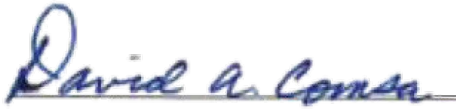
- 2% Salary Increase to the AFSCME-TSP Salary Schedule for the 2023/24 school year.
- Additional \$0.50/hour will be added to Classification II Tech Assistant 10-Month and 12 Month Categories.
- All current employees hired on or before December 31, 2022 will be eligible for a Full Step Advancement.
- Longevity to be defined as ‘years of service completed in Ann Arbor Public Schools under the AFSCME-TSP collective bargaining agreement, as of June 8th of that applicable year (e.g., 6/8/2023 for the 2023/24 school year)’.
- Current six (6) employees on Grade III (Building Tech Specialist 12-Month) will be advanced to the Grade VI (Core Tech Specialist 12-Month) for the 2023/24 school year.
- Reinstate furlough days as follows:
 - Three (3) of five and one-half (5.5) furlough days will be reinstated to Classification II Tech Assistant 10-Month.
 - Five (5) of seven (7) furlough days will be reinstated to all other Classifications.

- Vision Care Benefits: The Board agrees to provide the premium for up to full family on the current (Davis) vision insurance beginning July 1, 2023.
- 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
ASSOCIATION**

ANN ARBOR EDUCATION



David A. Comsa, General Counsel
Ann Arbor Public Schools

4/6/2023

Date



James Marcum, TSP Chief Steward
AFSCME

4/6/2023

Date



Jae Hotaling, TSP Alternate Steward
AFSCME

4/6/2023

Date