

Memorandum of Agreement
between
The Ann Arbor Education Association
and
The Ann Arbor Board of Education

AAEA Calendar 2021-22

The Ann Arbor Education Association and the Ann Arbor Public Schools Board of Education are committed to creating a calendar that complies with all state requirements. If any modifications need to be made the parties will continue to collaborate as they have in the past. As such the following agreement has been made:

Ann Arbor Public Schools 2021-22 Calendar

August	Tuesday	24	Full Day PD for Staff
	Wednesday	25	Full Day PD for Staff
	Thursday	26	AM PD for Staff; PM Teacher Work Time
	Monday	30	First Day for Students – Full Day of School
September	Friday	3	No School for Students & Staff
	Monday	6	No School for Students & Staff – Labor Day
	Tuesday	7	School Resumes
	Wednesday	22	Early Release for All Students
October	Wednesday	6	Student Count Day
	Wednesday	13	11th PSAT/NMSQT, 10th PSAT – Late Start for 9th & 12th
	Wednesday	20	12th SAT, 9th PSAT – Late Start for 10th & 11 th
	Friday	29	1/2-day for Elementary Students
November	Tuesday	2	No School for Students & Staff – Election Day
	Wednesday	17	Early Release for All Students
	Friday	19	Pathways & Skyline Trimester Exams – Hours 1 & 2
	Monday	22	Pathways & Skyline Trimester Exams – Hours 3 & 4
	Tuesday	23	Pathways & Skyline Trimester Exams – Hours 5 & Make-up period
	Wed-Fri	24-26	No School for Students & Staff – Thanksgiving Break
	Monday	29	School Resumes
December	Mon-Fri	20-24	No School for Students & Staff – Winter Break
	Mon-Fri	27-31	No School for Students & Staff – Winter Break
January	Monday	3	School Resumes
	Monday	17	No School for Students & Staff – MLK Day
	Tuesday	18	Community, Huron, & Pioneer Semester Exams – Hours 7 & 1
	Wednesday	19	Community, Huron, & Pioneer Semester Exams – Hours 2 & 3
	Thursday	20	Community, Huron, & Pioneer Semester Exams – Hours 4 & 5
	Friday	21	Community, Huron, & Pioneer Semester Exams – Hours 6 & Make-up period
	Wednesday	26	Early Release for All Students
February	Wednesday	9	Student Count Day

	Wednesday	16	Early Release for all Students
	Monday	21	No School for Students & Staff – Mid-Winter Break
March	Wednesday	9	Pathways & Skyline Trimester Exams – Hours 1 & 2
	Thursday	10	Pathways & Skyline Trimester Exams – Hours 3 & 4
	Friday	11	Pathways & Skyline Trimester Exams – Hours 5 & Make-up period
	Wednesday	16	Early Release for All Students
Mar-Apr	Mon-Fri	28-1	No School for Students & Staff – Spring Break
April	Monday	4	School Resumes
	Wednesday	13	11 th SAT, 9 th or 10 th PSAT – Late start for 9 th or 10 th (not testing) & 12 th ; 8 th PSAT – Late start for 6 th & 7 th
	Thursday	14	11 th <i>WorkKeys</i> , 9 th or 10 th PSAT – Late start for 9 th or 10 th (not testing) & 12 th
	Friday	15	No School for Students & Staff
	Wednesday	20	Early Release for All Students
May	Tuesday	3	No School for Students – Election Day
	Thursday	5	Early Release for Middle & High School Students – Transition Day
	Wednesday	18	Early Release for All Students
	Monday	30	No School for Students & Staff – Memorial Day
June	Tuesday	7	Community, Huron & Pioneer Semester Exams – Hours 7 & 1
	Wednesday	8	Community, Huron & Pioneer Semester Exams – Hours 2 & 3; Pathways & Skyline Trimester Exams – Hours 1 & 2
	Thursday	9	Community, Huron & Pioneer Semester Exams – Hours 4 & 5; Pathways & Skyline Trimester Exams – Hours 3 & 4
	Friday	10	Last Day for Students – ½ Day for Elementary & Middle School Students; Community, Huron & Pioneer Semester Exams – Hours 6 & Make-up period; Pathways & Skyline Trimester Exams – Hours 5 & Make-up period

Westerman and Mitchell preschools have a separate calendar

Daily Schedule

Level	Drop	Start	End
Comp HSs	7:53	8:00	2:51
Community	7:53	8:00	2:57/3:50*
Pathways	7:53	8:00	2:56
MS	8:03	8:15	3:03
K - 8	8:03	8:15	3:18
K - 5	8:38	8:45	3:48
PK	8:15	8:25	3:45

**Community - PM Times vary based on students' schedules*

ANN ARBOR PUBLIC SCHOOLS

2021 - 2022

TEACHER CALENDAR *

JULY - 2021					
M	T	W	TH	F	
			1	2	
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	

	Elem	Middle	High
Student	0	0	0
Teacher	0	0	0

NOVEMBER - 2021					
M	T	W	TH	F	
1	2	3	4	5	
8	9	10	11	12	
15	16	17	18	19	
22	23	24	25	26	
29	30				

	Elem	Middle	High
Student	18	18	18
Teacher	18	18	18

MARCH - 2022					
M	T	W	TH	F	
	1	2	3	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30	31		

	Elem	Middle	High
Student	19	19	19
Teacher	19	19	19

AUGUST - 2021					
M	T	W	TH	F	
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30	31				

	Elem	Middle	High
Student	2	2	2
Teacher	5	5	5

DECEMBER - 2021					
M	T	W	TH	F	
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30	31	

	Elem	Middle	High
Student	13	13	13
Teacher	13	13	13

APRIL - 2022					
M	T	W	TH	F	
				1	
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	

	Elem	Middle	High
Student	19	19	19
Teacher	19	19	19

SEPTEMBER - 2021					
M	T	W	TH	F	
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30		

	Elem	Middle	High
Student	20	20	20
Teacher	20	20	20

JANUARY - 2022					
M	T	W	TH	F	
3	4	5	6	7	
10	11	12	13	14	
17	18	19	20	21	
24	25	26	27	28	
31					

	Elem	Middle	High
Student	20	20	20
Teacher	20	20	20

MAY - 2022					
M	T	W	TH	F	
2	3*	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30	31				

	Elem	Middle	High
Student *	21	21	21
Teacher	21	21	21

OCTOBER - 2021					
M	T	W	TH	F	
				1	
4	5	* 6*	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	

	Elem	Middle	High
Student	21	21	21
Teacher	21	21	21

FEBRUARY - 2021					
M	T	W	TH	F	
	1	2	3	4	
7	8	* 9*	10	11	
14	15	16	17	18	
21	22	23	24	25	
28					

	Elem	Middle	High
Student	19	19	19
Teacher	19	19	19

JUNE - 2022					
M	T	W	TH	F	
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30		

	Elem	Middle	High
Student	8	8	8
Teacher	8	8	8

TEACHER DAYS		Student Days	
	DAYS		DAYS
ELEMENTARY	183.0		180.0
MIDDLE SCHOOL	183.0		180.0
HIGH SCHOOLS	183.0		180.0

* Westerman and Mitchell Preschool have their own calendar.

	NO SCHOOL - STUDENTS AND TEACHERS
	EARLY RELEASE - ALL LEVELS, STAFF PD
X *	NO SCHOOL ALL LEVELS - Staff Extended PD/instructional time
	EARLY RELEASE MIDDLE AND HIGH SCHOOLS -
	TRANSITION DAY
	EARLY RELEASE - SEC PD; Elem Report Writing; Staff release at
	end of normal work day
	EARLY RELEASE - SEC PD AM; Elem Report Writing
X	STUDENT COUNT DAY
	STUDENTS AM ONLY - RECORDS DAY
	HALF DAY - ELEMENTARY STUDENTS

* The parties agree that 183 days is a one year exception and we will revert to 184 days for 2022/23.

2021-22 Staff Meeting & Professional Development

Dates	Elementary	Secondary
August 24	Full day for staff – Building PD	Full day for staff – Building PD
August 25	Full day for staff – District PD	Full day for staff – District PD
August 26	AM day for staff – Building PD*	AM day for staff – Building PD*
	* PM Teacher Work Time	* PM Teacher Work Time
September 1	Building Staff Meeting ¹	Building Staff Meeting ¹
September 8	Building Staff Meeting	Building Staff Meeting
September 15	AAEA ¹	AAEA ¹
September 22	Early Release – PD Series (Dist PD)	Early Release – PD Series (Dist PD)
September 29	No meeting	No meeting
October 6	District Professional Development ¹	District Professional Development ¹
October 13	Building Staff Meeting ¹	Building Staff Meeting ¹
October 20	Early Release – PD Series (Bldg)	Early Release – PD Series (Bldg)
October 27	AAEA ¹	AAEA ¹
October 29	Report Writing (1/2 day)	Full day of instruction
November 3	District Professional Development ¹	District Professional Development ¹
November 10	Building Staff Meeting ¹	Building Staff Meeting ¹
November 17	Early Release – PD Series (AAEA)	Early Release – PD Series (AAEA)
December 1	District Professional Development ¹	District Professional Development ¹
December 8	Building Staff Meeting ¹	Building Staff Meeting ¹
December 15	AAEA ¹	AAEA ¹
January 5	District Professional Development ¹	District Professional Development ¹
January 12	AAEA ¹	AAEA ¹
January 19	Building Staff Meeting	Building Staff Meeting; MS Report Writing
January 26	Early Release – PD Series (Bldg)	Early Release – PD Series (Bldg)

February 2	District Professional Development ¹	District Professional Development ¹
February 9	Building Staff Meeting ¹	Building Staff Meeting ¹
February 16	Early Release – Report Writing; No Staff Meeting	Early Release – Building/District PD
February 23	AAEA ¹	AAEA ¹
March 2	District Professional Development ¹	District Professional Development ¹
March 9	Building Staff Meeting ¹	Building Staff Meeting ¹
March 16	Early Release – PD Series (AAEA)	Early Release – PD Series (AAEA)
March 23	Building Staff Meeting	Building Staff Meeting
April 6	District Professional Development ¹	District Professional Development ¹
April 13	Building Staff Meeting ¹	Building Staff Meeting ¹
April 20	Early Release – PD Series (AAEA)	Early Release – PD Series (AAEA)
April 27	Building Staff Meeting	Building Staff Meeting
May 3	Extended PD	Extended PD
May 4	Building Staff Meeting ¹	Building Staff Meeting ¹
May 5***	Full day of instruction	Early Release – Transition Day
May 11	AAEA ¹	AAEA ¹
May 18	Early Release – Report Writing; No Staff Meeting	Early Release – Building/District PD
May 25	Building Staff Meeting	HS Building Staff Meeting; MS Report Writing
June 1	Building Staff Meeting ¹	Building Staff Meeting ¹
June 8	Building Staff Meeting	Building Staff Meeting

Early Release Dates

The parties agree that district-wide early release for the purpose of staff professional development will occur on the following dates:

- Wednesday, September 22, 2021
- Wednesday, October 20, 2021
- Wednesday, November 17, 2021
- Wednesday, January 26, 2022
- Wednesday, March 16, 2022
- Wednesday, April 20, 2022

The parties agree that the November, January, March and April early release dates shall be added to the [school calendar](#) to accommodate the six equity development sessions above. All report writing dates remain intact.

The parties agree that all AAPS staff will attend equity professional development from 2:00pm - 4:00pm on specified early release dates above.

The parties agree that staff will continue to attend contractually required meetings taking place on those days. Meeting times to be adjusted to accommodate attendance at equity professional development and not to exceed contractually agreed upon end times. (*see TLN section below for meeting times*).

Level huddles will continue to meet to consider Wednesday early release schedules to allow for balance of prep times and specials.

Early Release - PD Series (9/22, 10/20, 11/17, 1/26, 3/23, 4/20)

Level	Day End	Staff Meeting or District PD or AAEA (30 min)	TLN (45 min)	PD Series (120 min)
HS	12:21	12:45 - 1:15	1:15 - 2:00	2:00 - 4:00
MS	12:33	1:00 - 1:15 & 4:00 - 4:15	1:15 - 2:00	2:00 - 4:00
K-8	12:48	4:00 - 4:30	1:15 - 2:00	2:00 - 4:00
ES	1:18	1:40 - 2:00 & 4:00 - 4:10	4:10 - 4:55	2:00 - 4:00

Early Release (2/16 and 5/18)

Level	Day End	Staff Meeting or District PD or Report Writing
HS	12:21	12:45 - 4:00
MS	12:33	1:00 - 4:15
K-8	12:48	1:15 - 4:30
ES	1:18	1:40 - 4:55

For any scheduled staff meeting that will be held virtually, while staff members are not obligated to remain in the building, it is expected that the staff member will be logged on and active from either their home office or their work location.

¹90-minute Building Staff Meeting or District PD or AAEA & TLN

Level	Day End	Start (12 min after day end)	End (start of TLN)	End of TLN (end of work day)
HS	2:51	3:03	3:48	4:33
MS	3:03	3:15	4:00	4:45
K-8	3:18	3:30	4:15	5:00
ES	3:48	4:00	4:45	5:30

90-minute Building Staff Meetings (9/8, 1/19, 3/23, 4/27, 5/25, 6/8)

Level	Day End	Start (12 min after day end)	End (end of work day)
HS	2:51	3:03	4:33
MS	3:03	3:15	4:45
K-8	3:18	3:30	5:00
ES	3:48	4:00	5:30

Extended Professional Development (5/3/22)

8:00 AM – 1:48 PM (5 hours w/ 48-minute lunch)

Elementary & K-8 Report Card Dates

11/17 Report cards due to administrator(s)
 11/22 Report cards reviewed by administrator(s) and sent back to teachers
 11/23 Report cards sent home

3/7 Report cards due to administrator(s)
 3/10 Report cards reviewed by administrator(s) and sent back to teachers
 3/11 Report cards sent home

6/6 Report cards due to administrator(s)
 6/8 Report cards reviewed by administrator(s) and sent back to teachers
 6/10 Report cards sent home

High School Exam Times

Start Time	End Time
8:00	11:50*

*9:40 dismissal time (busses) on the final day of each exam week; make-up period follows dismissal

Last Day of School (6/10/22)

(1/2-day schedule; ES 10/29/21)

Level	Start Time	End Time
HS	8:00	9:40*
MS	8:15	10:43
K-8	8:15	10:47
ES	8:45	11:28

*9:40 dismissal time (busses) on the final day of each exam week; make-up period follows dismissal

Teaching & Learning Networks (TLNs)

The parties agree that it is important that Teaching & Learning Networks (TLNs) will continue to operate as networks by teachers, for teachers for the purpose of bringing together course/grade specific teams of teachers and support staff to collaborate and support one another in the development of equity-centered, effective instructional design and implementation. Compensation remains, including compensation for TLN facilitators. TLN Facilitators will be compensated at \$1,000 per academic quarter, compensation will be made as soon as practicable after the end of each quarter. Shared facilitation within a TLN will result in shared compensation.

TLN facilitators shall meet once a month with district coordinators/department chairs and representative principals to connect and build coherence between school-based and district-wide efforts to support and enrich teaching and learning. This is a key element in protecting teachers from being overwhelmed by disconnection and a lack of coherence.

The parties recognize that TLNs were able to meet during the school day during the 2020-2021 school year because of our ability to use asynchronous Wednesdays. Because we all value the collaboration time for TLNs the parties agree that TLNs will meet during established Wednesday meeting times as follows:

- 50% of first Wednesday meeting time shall be used for TLN collaboration time
- 50% of one monthly staff meeting shall be used for TLN collaboration time
- 50% of one AAEEA monthly meeting shall be used for TLN collaboration time

The parties agree to designate an Early Release /TLN huddle to facilitate any issues or changes to this MOA to ensure the continued success of the TLN /equity work model. The TLN shall work with a cohesive plan around the cadence of district wide meetings.

This Memorandum of Understanding constitutes the entire understanding and agreement reached by the parties with respect to this matter, is not precedent setting as to the master agreement or the policies for the Board of Education of the Ann Arbor Public Schools and will expire at the conclusion of the 2021-2022 school year.

ANN ARBOR PUBLIC SCHOOLS
ASSOCIATION



David A. Comsa
Deputy Superintendent
Human Resources/General Counsel

8/17/2021

Date

ANN ARBOR EDUCATION



George Przygodski
3C Executive Director

8-17-2021

Date