

**2024-25 Economic Re-Opener  
Tentative Agreement between  
Ann Arbor Public Schools and the AAEA-OP  
November 26, 2024**

The parties agree to the following:

**Article 17 (Sick Days)**

- Section 1-C Each employee may accumulate up to 205 days sick leave.
- Section 1-E Update maximum for accumulated sick days to 205 days

**Article 19 (Personal Business Days)**

- NEW - Two (2) Sick Leave Days may be utilized as Personal Business Days, not to be used on payday Fridays; the day before or after a holiday. The employee will be responsible to secure a substitute in circumstances where one is required..

**Article 20 (Holidays)**

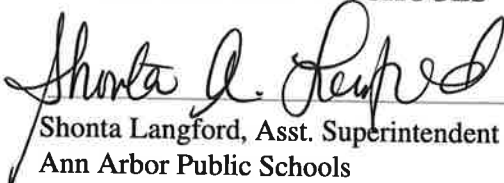
- NEW - on the day before or after a holiday break up to ten (10) members (per day) of the AAEA bargaining unit may use a Personal Leave day from their allotted time. The days will be granted on a first come, first serve basis and request must be made at least 5 work days prior to date of request and must be sent via email to [hr\\_specialholidayrequest@aaps.k12.mi.us](mailto:hr_specialholidayrequest@aaps.k12.mi.us).

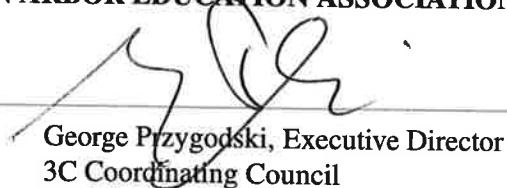
In addition, the parties agree to the following for the 2024/25 fiscal year:

- A 1.5% salary increase for the 2024/25 school year retroactive to 7/1/2024.
- All current employees hired on or before December 31, 2023 will be eligible for a Full Step Advancement.
- If the percentage increase exceeds 1.5% for AAEA or any other bargaining group we will match that percentage with this group.

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**

  
Shonta Langford, Asst. Superintendent  
Ann Arbor Public Schools

  
George Przygodski, Executive Director  
3C Coordinating Council

12-2-24  
Date

12-2-2024  
Date