

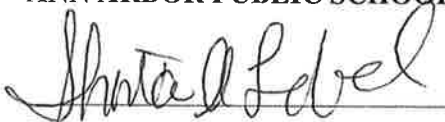
**2024-25 Economic Re-Opener
Tentative Agreement between
Ann Arbor Public Schools and the Ann Arbor Administrator Association (AAAA)
December 18, 2024**

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.
- To address the step freeze for AAAA members in the 2018/19 school year, all AAAA staff who were impacted by said 2018 step freeze and who remain on the step schedule (not already on Step 8) will advance one (1) additional step in the 2024/25 school year upon ratification by both parties. The District and Association shall mutually identify and agree to such eligible employees for step advancement.
 - Each party reserves the right to submit a name for inclusion or exclusion on the attached list, if facts and circumstances change. Inclusion or exclusion must be mutually agreed upon.
 - Solely for the purpose of this tentative agreement, a AAAA staff member is an active employee if assigned to a bargaining unit position for the school year in question, and the AAAA staff member is either actively at work or on an approved leave during a portion or all of the year. impacted AAAA staff must be employed in the AAAA bargaining unit at the time of ratification of this agreement by both parties.
- Committee will begin meeting in January 2025 to discuss, up to but not limited, the job title, job responsibilities, compensation, the current organizational chart, comparable districts, and the like as it is related to the OSE Assistant Directors.

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.

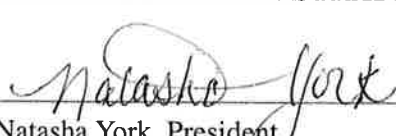
ANN ARBOR PUBLIC SCHOOLS


Shonta Langford, Asst. Superintendent
Ann Arbor Public Schools

Date

12/18/24

ANN ARBOR ADMINISTRATOR ASSOCIATION


Natasha York, President
Ann Arbor Administrator Association

Date

12/18/24