

2024-25 Economic Re-Opener
Tentative Agreement between
Ann Arbor Public Schools and the AAEA
January 15, 2025

The parties agree to the following:

- A 1.5 % salary increase to the AAEA Teacher Salary Schedule for the 2024/25 school year.
 - Eligible employees will receive a full step advancement for the 2024/25 school year.
 - All current employees hired on or before December 31, 2023, will be eligible for a full step advancement.
- Any reference to "HE – Highly Effective or E – Effective" on the salary schedule will be changed to "E – Effective."
- All compensation increases will be retroactive back to the start of the 2024/25 school year.
- Eligible employees will receive a full step advancement at the start of the 2025/26 school year.
 - All current employees hired on or before December 31, 2024, will be eligible for a full step advancement.
- Health Savings Account Funding: 50% of the Health Savings Account for the Priority Health \$1,650 Health Savings Account and the MESSA ABC 1 Health Savings Account will be funded to enrolled employees in January 2025. The remainder of the HSA funding will be made monthly beginning July through December 2025 in equal 1/12 increments into the employee's HSA.
- Current Contract Language for employer premium share towards employees' health care insurances.
- Upon ratification, the district will fully fund employee vision care insurance.
- A District/Association statement will be drafted and released acknowledging a joint interest establishing a compensation model that attracts and retains highly qualified staff to increase student achievement. The two parties will address this joint interest in the Collaborative Council.
- The start/finish time for elementary schools will be pushed forward 5 minutes beginning in the 2025/26 school year.
- Cash In Lieu payments for employees opting out of medical plans will increase from \$2,000 to \$3,000

All other provisions of this agreement shall remain in full force and effect as required by law during negotiations and until the agreement is terminated. No increases to employee pay raises, compensation, or fringe benefits shall occur unless otherwise agreed in writing.

ANN ARBOR PUBLIC SCHOOLS

Shonta Langford, Assistant Superintendent
1-15-2025
Date

ANN ARBOR EDUCATION ASSOCIATION

George Przygodski, 3C Executive Director
1-15-2025
Date

Joint Statement

by the Ann Arbor Public Schools

and the Ann Arbor Education Association (AAEA)

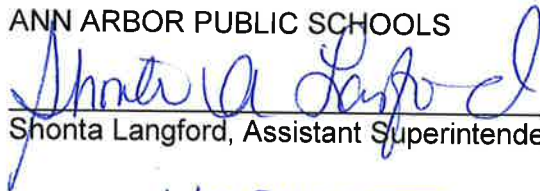
The Ann Arbor Public Schools and the Ann Arbor Education Association (AAEA) recognize the need for compensation to be competitive with relevant comparable districts. We acknowledge the importance of attracting and retaining high-quality teachers to ensure that every child has access to the best possible education.

In this spirit, we are committed to working collaboratively to enhance teacher wages and benefits, reflecting the value of their hard work and dedication.

The district pledges to be fiscally responsible and will continue to work with the union in good faith negotiations to build and maintain a salary schedule competitive with comparable school districts. Beginning in February 2025, we will start the work for the creation of this compensation model for the 2025/26 school year and beyond. Together, we will strive to ensure that Ann Arbor remains a place where great teachers are empowered to succeed and where students thrive.

We believe that by working together, we can create a sustainable and positive impact on the education system, benefiting teachers, students, and our community as a whole.

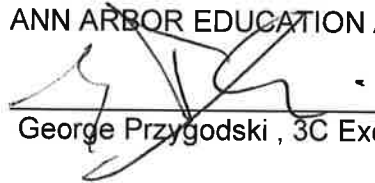
ANN ARBOR PUBLIC SCHOOLS


Shonta Langford, Assistant Superintendent

Date

1/29/25

ANN ARBOR EDUCATION ASSOCIATION


George Przygodski, 3C Executive Director

Date

1-29-2025