

AAAA Proposal for Dues Deduction

August 8, 2025

Add to Article XIX - Association Rights

Section B. Membership, Dues, Fees and Deductions

1. The Association shall continue to admit all eligible administrators to membership without discrimination on the basis of race, creed, color, age, national origin, sex or marital status.
2. Membership in the Association is not compulsory. Administrators have the right to join or not join, maintain or drop membership in the Association. The District will honor, if allowed by law, dues deduction authorization forms.
3. The Association shall provide the Employer a list of persons who are members of the Association and wish to have dues deducted. Upon receipt of that list, the Employer will deduct the appropriate amount of dues from the Association members' wages. The Association shall notify the Employer of the amount of dues to be collected.
4. The Employer shall process payroll deduction forms received from members within ten (10) days, when practicable, of receipt. Such authorizations shall continue in effect from year-to-year unless revoked in writing by the member under procedures administered by the Association.
5. Pursuant to such authorization, the Employer shall deduct equal installments of total dues from the regular payroll amounts of the bargaining unit member. The per-pay deduction amount shall be calculated and communicated to the District by the Association.
6. All sums deducted by the Employer for dues deduction shall be remitted to the Association within ten (10) days of each bi-weekly deduction. The amount shall be remitted to the financial officer of the union.
7. To withdraw their authorization of membership dues deduction, an Employee must notify the Association in writing that they wish to withdraw from membership and remove their authorization of dues deduction.

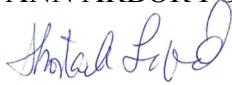
Section C. Indemnification

In the event of any legal action against the Employer brought in a court or a complaint in any administrative agency because it complied with this Article, the Association agrees to defend, indemnify and hold harmless the Employer and its Board of Education, employees, agents or representatives in such action, at its own expense and through its own counsel, The Association also agrees that in any action so defended, it will indemnify and hold harmless the Employer and its Board of Education, employees, agents or representatives in such action, from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a consequence of the Employer's compliance with this Article provided:

- The Employer gives timely notice as soon as practicable after being served of such action to the Association and permits the Association intervention as a party as allowed by law if it so desires.

- The Employer cooperates with the Association and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both trial and appellate levels as required by law.
- The Association shall have complete authority to compromise and settle all claims which it defends under this section after giving written notice to the Employer.

ANN ARBOR PUBLIC SCHOOLS

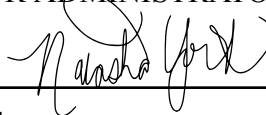


Shonta Langford
Assistant Superintendent
Human Resources & Employee Relations

08/12/2025

Date

ANN ARBOR ADMINISTRATORS ASSOCIATION



Natasha York
Ann Arbor Administrators Association
President

8/12/2025

Date