

Tentative Agreement
Between
The Ann Arbor Board of Education
And
The Ann Arbor Education Association

Following collaborative mediation sessions on Thursday, August 6, 2015 and Friday, August 7, 2015, the parties have reached the following agreement:

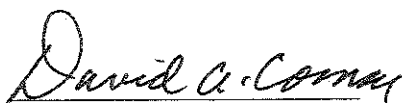
1. A successor agreement for the 2015-2016 school year.
2. The term of this successor agreement shall be July 1, 2015 expiring on June 30, 2016.
3. A one percent (1%) on schedule payment to Steps 10 and above. Seven Hundred Thousand Dollars (\$700,000) will be credited to the "Revenue Share Formula" entered into on or about June 14, 2010.
4. Full step advancement credited in the 2015-16 school year, compensation all year at Fifty Percent (50%) of the increase. If there is no successor agreement prior to the start of the 2016-17 school year, per PA 54 (Section 15b of PERA), teachers will continue to be paid at the teacher's 2015-16 rate of pay until a new ratified successor agreement is reached. Further, One Million, One Hundred Thousand Dollars (\$1,100,000) shall be credited to the "Revenue Share Formula" entered into on or about June 14, 2010
5. Reinstatement of Educational Lanes for the 2015-2016 school year.
6. Two Million Dollars (\$2,000,000) for health care benefits paid to date shall be credited to the "Revenue Share Formula" entered into on or about June 14, 2010.
7. The Ann Arbor Education Association will not grieve the 75 to 1 ELL teacher caseload (7.494) language for the 2015-2016 school year. Caseloads will be balanced by November 1, 2015. The District will provide requisite supports for resultant ELL teacher caseloads. The Ann Arbor Education Association and the District agree to the development of a tiered instructional model as discussed during negotiations for implementation in the 2016-2017 school year.
8. A liaison, representing and appointed by the Ann Arbor Education Association, will participate on the IB Teacher Leadership Team.

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9. At the elementary level for the 2015-2016 school year, the after school meeting on the first Wednesday in March shall be reserved for report writing and not Professional Development.
10. Negotiations for a successor agreement for the 2016-2017 school year will begin after the January 2016 revenue consensus conference.
11. The start and ending times for the 2015-16 school year are agreed to as discussed, incorporated by reference to this tentative agreement in the School Hours document distributed and discussed at Mediation. (See Exhibit 1)
12. For the 2015-2016 school year only, elementary Wednesday meetings shall be not more than one hour in length. If during any given month the elementary principal and the Ann Arbor Education Association building rep agree through collaboration an additional meeting is necessary, one additional meeting, lasting no more than 60 minutes, may be scheduled. Any teacher unable to attend this additional meeting due to previous obligations will be held harmless. As of June 30, 2016 the elementary meeting times revert to the 2014-2015 schedule.
13. In all other respects, excluding prohibited subjects, except as stated herein or in the accompanying letter of agreement, the terms and the conditions of the expired agreement shall continue.

Ann Arbor Public Schools



David A Comsa
Deputy Superintendent
Human Resources/General Counsel

8-11-15
Date

Ann Arbor Education Association



George Przygodski
Executive Director

8-11-15
Date

Memorandum of Agreement

between

The Ann Arbor Education Association

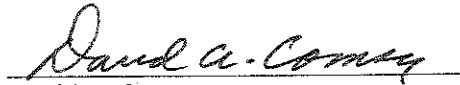
and

The Ann Arbor Board of Education

Agency Shop

The parties agree that the Agency Shop Agreement, previously entered into, continues until June 30, 2016 subject to transcript of oral argument before the Administrative Law Judge of MERC by counsel for the Ann Arbor Public Schools and the Ann Arbor Education Association.

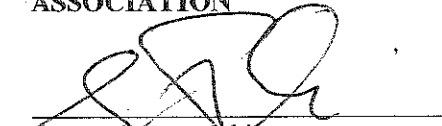
ANN ARBOR PUBLIC SCHOOLS



David A. Comsa
Deputy Superintendent
Human Resources/General Counsel

8-11-15
Date

**ANN ARBOR EDUCATION
ASSOCIATION**


George Bryzgodski
Executive Director

8-11-15
Date

Memorandum of Agreement

between

The Ann Arbor Education Association

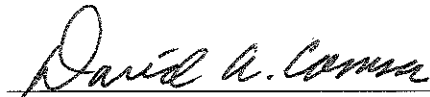
and

The Ann Arbor Board of Education

Prohibited Subjects of Bargaining

The parties agree for the Prohibited Subjects Administrative Guidelines, the Ann Arbor Education Association is permitted and encouraged to give input and participate in the development of Administrative Guidelines pertaining to prohibited subjects of bargaining.

ANN ARBOR PUBLIC SCHOOLS



David A. Comsa
Deputy Superintendent
Human Resources/General Counsel

8-11-15
Date

**ANN ARBOR EDUCATION
ASSOCIATION**



George Przygodski
Executive Director

8-11-15
Date