

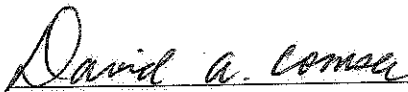
2016/2017
AAEA-P/AAPS
Contract Negotiations

Tentative Agreement
June 9, 2016

*The District will not enter into or execute any successor agreements or re-openers which contain provisions which are illegal or prohibited by law.

1. The salary schedule increase by 1.0% for 2016-2017
2. Steps: full step advancement. Full step pay increase applies to 50% of employee's work year
Transition to a new rate of pay effective to be determined
3. Deletion of Community Blue PPO Plans A, B, C
4. Addition of the Priority Health PPO Plan
5. Agreement on health cap issue. The employee contribution for all plans will be \$1,000 plus any additional buy-up cost. The buy-up amounts shall be adjusted annually based on the new rates.
(current contract language)
6. Renaming Article 5, removing illegal and prohibited language which expires on June 30, 2016.
See *Ionia Public Schools v Ionia Education Association* No325413 (May 12, 2016) and *Calhoun IEA v Calhoun ISD* No32873 (January 7, 2016) also, MCL 423.215(3) and MCL 423.215(4) and PA 349 of 2012
7. Article 5, F – Delete the phrase “In compliance with ORS regulations, the Employer”
8. Article 5, G-5 – Moves to a new paragraph within Article 5-E
9. Committee to meet to adjust new furlough dates for 2016-2017
10. Child Care modifications from May 24, 2016

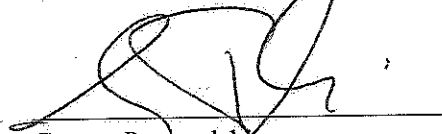
ANN ARBOR PUBLIC SCHOOLS



David A. Comsa
Deputy Superintendent
Human Resource and General Counsel

June 9, 2016
Date

**ANN ARBOR EDUCATION
ASSOCIATION - PARAPROFESSIONALS**



George Pryzgodski
Executive Director

6-9-16
Date