

**Tentative Agreement between
Ann Arbor Public Schools
and the AAEA/Office Professionals for Teacher Clerks
January 11, 2018**

- Article 2, Recognition language to include teacher clerks
- Article 9, Seniority
 - Section 1(b) – will apply to teacher clerks
 - Section 2(b) – Teacher clerk seniority will be based on the date that MERC certified election, August 8, 2017. For teacher clerks in a hybrid position, those who are teacher clerks, who simultaneously hold another position in the bargaining unit, their seniority date shall remain the date from their non-teacher clerk position. For the purpose of salary schedule placement for their teacher clerk position, these employees will be placed on Step 1 of the Classification B, 10+ month calendar, on Appendix A (\$13.00/hr.).
- Article 12, Work Day, Work Week, Work Year
- Article 13, Workloads and Assignments – Teacher Clerk hours shall be assigned to elementary buildings, 15 – 20 hours per week.
- Article 17, Sick Leave – Beginning in 2017-2018, all teacher clerks including hybrid teacher clerks, shall receive teacher clerk sick hours based on 1 year of service. In the following years, sick leave shall accrue based on the years of service schedule listed in Article 17, Section 1 (A).

Sick hours accrued by hybrid employees shall accumulate in one sick bank. Sick days are prorated based on daily hours worked as a teacher clerk.
- Article 19, Personal Business – Teacher Clerks shall be entitled to this benefit based on the proration of daily hours worked as a teacher clerk.
- Article 24, Insurance Benefits – For hybrid employees, hours worked as a teacher clerk shall be combined with hours worked in their other Office Professional Bargaining Unit position to calculate eligibility for fringe benefits.
- Article 18, Vacations – CCL
- Appendix A – Teacher Clerks will be placed under a new classification, Classification B and will follow the 10+ month, OP calendar under Appendix C of the 2017-2019 bargaining agreement.

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- Appendix A, Classification B
 - Step 1 \$13.00
 - Step 2 \$13.39
 - Step 3 \$13.79
 - Step 4 \$14.21
 - Step 5 \$14.68
 - Step L1 (8) \$14.97
 - Step L2 (11) \$15.27
 - Step L3 (14) \$15.58

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 after June 30, 2019 unless otherwise agreed.



David A. Comsa
Deputy Superintendent/General Counsel

2-16-18
Date

2-8-18 *AC*



George Przygodski
3C Executive Director

2-6-18
Date