

Tentative Agreement
Between
The Ann Arbor Board of Education
And
AAEA/ParaEducators

2017-2018

Year 1

- Full step advancement
- 1% on schedule increase
- Dental Insurance, MESSA quote received 7/1/17, Employer paid
- Eliminate 2 Furlough Days (dedicate both days to PD)
- New Hire PD (Article 23 I)
- 2017-2018 Calendar (Furlough Days TBD)
- Article 32 – additional language
 - CC training pay – See Attached
 - Non student days will not include weekends or holidays
 - Mandatory Professional Development on Elementary
- Article 23 Professional Development – See Attached

Year 2

- Full step advancement
- 1.5% on schedule Step 5 (L1, L2)
- Dental Insurance, MESSA quote received 7/1/17, Employer Paid
- Eliminate 2 Furlough Days - dedicated to PD
- New Hire PD (Article 23 I)
- 2018-2019 Calendar

Contingencies 2017-2018 and 2018-2019

Contingencies to be determined in November, if satisfied, pay will be retroactive to beginning of Fiscal Year.

Year 1 and 2

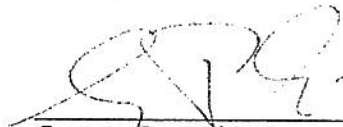
- If audited Fund Balance is equal or greater than 10% fund balance/revenue - 0.5% increase on schedule
- If fall headcount is larger or equal to 250 students compared to previous fall headcount an additional 0.5% increase on schedule.

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

6-27-17
Date



George Przygodski
3C Executive Director

6-27-17
Date