

Tentative Agreement

between

The Ann Arbor Board of Education

and

The Ann Arbor Education Association

1. The MESSA ABC Plan will be offered starting January 1, 2015. The District will fund the HSA on a monthly basis. The current cap on health care remains in effect. The MESSA ABC Plan will not result in any additional cost to the District. The MESSA ABC Plan will co-exist with the current plans offered to eligible AAEEA members.

For the 2014-2015 School Year the parties agree as follows:

2. Calendar committee meets in July and reports out by July 28, 2014 so the calendar can be published no later than July 31, 2014. The committee will also review the Preschool "Early On" calendar A and B. The calendar committee will function under the assumption that they are grandfathered under the rules and regulations that were applicable prior to the recent change in state law. (i.e. PD Time counts as student contact time)
3. Salary Freeze, Step Freeze for the 2014-2015 school year.
4. Lane advancement at 50% on the amount of the 2013-2014 salary schedule for the 2014-2015 school year.
5. Problem Solving to meet in March 2015 to discuss finances and the impact of 10.118.
6. Merit Pay for any member who has an overall final rating of Highly Effective on his or her evaluation at \$150.00 off-schedule payment, to be paid before June 30, 2015.
7. One sick day converted to one Personal Business Day.

ANN ARBOR PUBLIC SCHOOLS

David A. Comsa
David A. Comsa
Deputy Superintendent
Human Resources/General Counsel

6-20-14
Date

ANN ARBOR EDUCATION
ASSOCIATION

George Przygodski
George Przygodski
Executive Director

6-20-14
Date