

Memorandum of Agreement
between
The Ann Arbor Education Association
and
The Ann Arbor Board of Education

This memo will serve to memorialize the historical findings which support the current pay structure for the Middle School Sports/Club Programs.

It was determined that the parties agreed in the 2006-2007 school year to reconstitute the middle school sports program from the disparate activities of intramural sports, interscholastic athletics, and academic games or extracurricular clubs to a single co-curricular program. This was done to address the unequal compensation among current intramural (6th grade) coaches, interscholastic (7th-8th grade) coaches, and after school club sponsors.


To accomplish this equalization, four tiers of coaches and activity sponsors (athletic and extra-curricular clubs) based on frequency of contact with students as defined. Points were determined based on the frequency:

- Tier A will align with clubs that meet one day per week x 1 hour and may have culminating activities; including one day per week clubs will receive 44 points.
- Tier B includes clubs that meet two times per week, 1 hour per meet and up to 2 contests including intermural basketball, soccer, 6th-grade track, and volleyball; will receive 88 points.
- Tier C includes clubs that meet three times per week, 1 hour per meet and up to 3 contests including swimming, 7th/8th grade track, cross-country and synchronized swimming will receive 132 points.
- Tier D would apply to what was referred to in appendix V as 7th/8th grade interscholastic sports will receive 251 points.


The rate of pay per point are defined in Appendix V Section 11 of the Collective Bargaining Agreement.

If new activities are developed and approved by the Principal and Director of Co-curricular Middle School Programs, the compensation will be prorated based on the tiers above. If the activity does not equitably fit within Tier A or B, it will be addressed in monthly Collaborative Council.

Teachers who were in the 2006-07 school year coaching middle school interscholastic sports (swimming, track, cross-country, synchronized swimming, baseball, softball, basketball, volleyball, soccer, field hockey and wrestling; now listed as Tier C and Tier D) and who continue to coach middle school interscholastic sports, will be held harmless (will continue at the current pay rate) for the length of the contract. In addition, teachers who continue to coach interscholastic sports (see above) will also receive the longevity stipend for the length of this contract.


George Przygodski
3C Executive Director

11-15-2023
Date


John Randle, Assistant Superintendent
Ann Arbor Public Schools

11/15/2023
Date