

Memorandum of Agreement
Between
The Ann Arbor Education Association/Paraeducators
And
The Ann Arbor Board of Education
Special Education Paraeducators

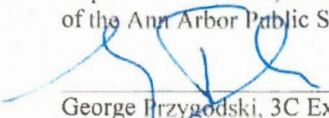
The AAEP and AAPS agree to the following for the 2022-2023 school year only for hard-to-fill special education paraeducator positions.

The parties recognize that given today's marketplace, special education classrooms requiring paraeducators are hard-to-fill positions. The parties also agree that students in these classrooms are entitled by law to FAPE. As a result, the following is agreed to:

- All full-time (1.0 FTE) AAEP staff who currently work as a special education paraprofessional assigned to fulfill an IEP, in Classification D will be paid \$1,500 in off-schedule, lump sum payments, as follows: \$500 in December 2022, \$500 in March 2023 and the final \$500 in June 2023.
- Less than full-time special education classroom paraeducators (< 1.0 FTE) will be paid a pro-rated amount in proportion to their FTE.
- All new staff filling special education paraeducators positions will be paid a pro-rated amount based on start date.
- All current AAEP staff who transfer into a special education paraprofessional position will be paid a pro-rated amount based on start date.
- Employees receiving the off-schedule, lump sum payments must be employed by the district on the date of the lump sum payment to be eligible to receive the payment.

This Memorandum of Agreement expires at the end of the 2022-2023 school year and shall not renew without the written agreement of both parties.


This Memorandum of Agreement constitutes the entire understanding and agreement reached by the parties with respect to this matter, and is not precedent setting as to the master contract or the policies of the Board of Education of the Ann Arbor Public Schools.


George Przygodski, 3C Executive Director
3C Executive Director

11-1-2022
Date


Percy Brown, President

11-1-2022
Date


John Randle
Assistant Superintendent, Human Resources

11-03-2022
Date