

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

Agreement to resolve those impacted by Half-Steps

The following understanding has been reached between representatives of the Ann Arbor Education Association and the Ann Arbor Public Schools Board of Education pertaining to an agreement for movement for individuals on half-steps.

The parties recognize:

- An agreement was negotiated to eliminate half steps.
- The tentative agreement signed June 28, 2022 provided a retention incentive for “Full Step Advancement”.
- There are 12 individuals named below that were on half steps at the time of this agreement.

All parties agree that these individuals will be moved to the next respective step in their then-current lane, with their salary value adjusted for the value of a full step. By way of example an individual on 3b or 3.5 will be moved to step 4 and paid at the value of step 4.5. The value of each individual’s salary will be the salary of the “next respective step” as referenced above, plus 50% of the difference between that next respective step and the step above it. In the example above, , the value of the salary is the step 4 salary plus 50% of the difference between the salaries of step 4 and step 5, in that individual’s current lane, on the 2022-2023 salary schedule..

Employee	Seniority Date	ID	Grade	21/22 Step	22/23 Step	FTE	Salary Value	22/23 Salary Adjustment
Al-Adhami, Dawser T	2021-03-16	119082	04 TEACH MA	3b		4	1 4b	\$ 1,740
Babcock, Maria A	2021-02-16	119078	04 TEACH BA	3b		4	1 4b	\$ 1,363
Blackson-Pakela, Amanda T	2021-01-26	119070	04 TEACH BA	3b		4	1 4b	\$ 1,363
Brousseau, Emma C	2021-01-12	119049	04 TEACH BA	4b		5	1 5b	\$ 1,363
Darling, Julie L	2021-02-23	119075	04 TEACH MA+30	9b		10	1 10b	\$ 3,020
Engels, Jacob T	2021-04-20	119121	04 TEACH BA	4b		5	1 5b	\$ 1,363
Friedman, Dana E	2021-01-28	119072	04 TEACH MA	4b		5	1 5b	\$ 1,820
Haft, Jennifer B	2021-01-19	119059	04 TEACH BA	7b		8	1 8b	\$ 1,460
Junker, Dorte A	2021-01-02	100733	04 TEACH MA	8b		9	0.5 9b	\$ 946
Stelzer, Meghan L	2021-03-18	119081	04 TEACH BA	5b		6	1 6b	\$ 1,383
Stevens, James T	2021-01-04	115831	04 TEACH MA	3b		4	1 4b	\$ 1,740
Wyandt, Megan E	2021-02-02	119071	04 TEACH BA	3b		4	1 4b	\$ 1,363

These individuals will be treated as having standing on the half-step on which they will be paid and will move in step increments equivalent to their peers in future negotiations, unless a contrary agreement is reached. For example, if full step advancement is negotiated and granted in the

future, these individuals will once again be moved to the next respective step in their then-current lane, with their salary value adjusted for the value of a full step using the calculation methodology above.

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

ANN ARBOR PUBLIC SCHOOLS
ASSOCIATION



John Randle
Assistant Superintendent

10-28-2022

Date

ANN ARBOR EDUCATION



George Przygodski
3C Executive Director

10-27-2022

Date