

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

Calculation Clarification of the AAEA Salary Scale

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 a calculation adjustment on the AAEA Salary Scale.

The parties recognize:

- The tentative agreement signed June 27, 2017 prescribed a "\$750 on schedule increase to MA Lane, L2" effective with the 2017/18 school year.
- A formula error on the 2017/18 AAEA Salary Schedule created a compounding calculation that carried into future salary tables erroneously inflating the MA L2 w/HE-E step for the years from 2017/18 to 2021/22.
- The 180 AAEA members on this step agree they have been overpaid \$3729 over the course of the past 5 years.
- The parties agreed to hold members harmless over this calculation error as set forth in this agreement.

The parties also recognize:

- The tentative agreement signed June 28, 2022 provided for a "1% Salary Increase to the AAEA Teacher Salary Schedule".
- The 2022/23 salary table value was correctly calculated based on the following methodology:

Step 11	=	\$81,448
L2 = Step 11 +2%		\$83,077
Add \$750 from 17/18 agreement		\$83,827
HE/E = L2 + 1%		\$84,666

To resolve concern that the 180 members named on the attachment below did not receive the value of 1% over the prior salary table value; the parties agree to:

- Correct and repost an amended 2021/22 salary table to reflect the proper calculation of this step.

L2 w/HE-E on the 2021/22 was originally calculated as \$84,584

Corrected calculations based on the same methodology above would yield:

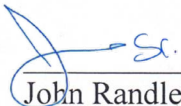
Step 11	=	\$80,641
L2 = Step 11 +2%		\$82,254

Add \$750 from 17/18 agreement \$83,004
HE/E = L2 + 1% **\$83,835**

- The 180 individuals agree to reimburse the district for the \$749 overpayment (\$84,666 less \$83,835) from the 2021/22 school year.
- Deductions will be made over the remaining checks for the 2022/23 contract year.
- The 180 individuals will be paid \$749 to recognize the 1% retention incentive agreed to in the tentative agreement signed June 28, 2022.
- Payment will be made over the remaining checks for the 2022/23 contract year.

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 Sr
Assistant Superintendent

10-28-2022

Date

ANN ARBOR EDUCATION



George Przygodski
3C Executive Director

10-27-22

Date

Attachment - Impacted Employees

Andrew-Vaughan, Sarah J

Angeli, Julie B

Armstrong, Stephen A

Arnold, Audrey L

Arnold, Jamie L

Badel, Andrea M

Bares, Lisa R

Barnes, Jennifer A

Barricklow, Angela S

Bauman, Elizabeth A

Bishop, Kristine R

Bondroff, Joseph J

Bonnee, Gwen M

Borgsdorf, David J

Brann, Wanda C

Brecht, Jo E

Brock, Shelly

Burk, Courtney L

Burke, Rian J

Campbell, Philip P

Carlin, Laura K

Carpenter, Melissa E

Carter, Stephanie M

Chambers, Ann E

Cheladyn, Kelly A

Chen, Faith K

Chester, Carrie A

Christiansen, Angela R

Clarkson, Thomas A

Clyde, Carol W

Cocco, Nancy N

Cooper, Jessica B

Coulson-mobley, Kimberly A

Cramer, Michael D

Crosby, Linda

Czuchnowsky, Larissa A

Daniel, Ameer A

Daniel, Ellen M

Darragh, Benjamin J

Davis, Laura A

De Pasquale, Natalie

De rosia, Maria B

Dean, Kimberly L

Dekeyzer, Carol S

Delles, Tammie L

Deucher, Christine L

Donnelly, Julie A

Down, S Dianne

Downs, Chad D

Dresch, Dane

Duggins, Thomas N

Eldon, Aimee G

Eldon, Sean M

Ellis, Genevra E

Emch, Ted J

Erdstein, Rachel E

Esper, Sunnie C

Fisher, Millicent

Fitzgerald, Debra M

Frantom, Sarah

Garrett, Christine M

Gatonez, Diana

Ghawi, Nadine M

Gibbs, Marcia P

Goffee, Steven W

Gold, Julia L

Gore, Jowanda D

Gracey, Rebecca J

Greer, Connie L

Gusfa, Angela T

Haddas, Karen L

Hane, Sherri A

Harris, Jennifer R

Harris, Marcia A

Heaton, Janet B

Herrera, Rolando

Howe, James D

Hubbard, Avery V

Hudson, Laura J

Hunter, Scott P

Huyck, Philip A

Jaaskelainen, Kristal A

Jackson, Kimberly D

Jarjoura, Reema S

Jarmon-Blair, Dawn

Johnston, Tyra K

Jones, Kathryn A

Kellar, Kelly E

Kinlaw, Thelma A

Klein, Frederick W

Koli, Julia L

Kolokithas, Donna J

Koutoulas, Patricia G

Krause, Kerry S

Lauer, Shannon R

Leach, David A

Lecloux, Michael T

Lederer, Peggy O

Lederer, Robert

Levine, Elana R

Lowe, Amanda L

Macke, Michele M

Maier, Robert J

Malley, Judith A

McAlinden, Colleen M

McCully, Brooke H

McGee, Ellen O

McGraw, Kenneth F JR

McKeith-Shaker, Stephanie A

Mendoza, Mary D

Metry, Tracey A

Meyer, Andrew T

Micou, Madeline L

Middleton, Shanna M

Miller, Abbie L

Miller, Diamado D

Morabito, Kara M

Moreno, Martin J

Morgan, Christopher

Morningstar, Soon L

Mullice, Deborah R

Murphy, Maria T

Murphy, Nelda J

Nixon, Jane E

Nordstrom-Smith, Amber E

North, Christine S

Northrop, Kristin B

Nowicki, Veronica L

Nunlee, Nicole L

Ohman, Holli E

Oleksinski, Jeffrey M

Ozuna, Laura H

Packard, Donald J

Packard, John M

Pantolin, Katherine L

Parfitt, Claudia J

Peurach, Constance M

Pike, Nicole

Podojil, James C

Pryce, Sharon S

Publiski, Laura A

Quint, Jennifer G

Richards, Brent R

Ringo, Anita M

Robinson, Ronald S

Rodriguez, Amy N

Ross, Jaclyn G

Rothfeld, Yael D

Rothman, Wendy A

Rudberg, Mary C

Ryan, Mary K

Schreck, Debra K

Schroeder, Cheryl L

Schultz-Fox, Ellen A

Sherman, Shannon M

Shih, Ko A

Shoesmith-Lewis, Suzanne M

Snow, Dawn E

Soupal, Ryan R

Stewart, Michael J

Tarchinski, Carol M

Taylor, Jeffrey R

Taylor, Rachel A

Teshima, Lisa M

Thobe, Scott A

Tucker, Kenyatta A

VanRyn, Kristine J

Vess, James T

Vincent, Dusti J

Vinter, Alexander W

Warr, Angela M

Warren, Lauren H

Wesley, Valerie J

Whitaker-krile, Kristi L

Whitcomb, Kristin A

White, Charles A

Wier-Leonard, Peggy J

Wilkening, Jennifer A

Workman, Kirsten Y

Yee, Christy E