

**Memorandum of Agreement
Between
The Ann Arbor Education Association
And
The Ann Arbor Board of Education
Special Education Resource Teachers**

The AAEA and AAPS agree to the following for the 2023-2024 school year only for hard-to-fill special education positions.

The parties recognize that given today's teacher marketplace, special education classrooms requiring Resource Program Teachers 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) AAEA staff who currently work as a special education Resource Program Teacher assigned to fill an IEP, with an effective date of or by October 15, 2023 will be paid an enhancement of \$8,000 across three off-schedule, lump sum payments, as follows:
\$2,000 on the November 3, 2023 pay date; \$2,000 on the December 15, 2023, pay date; and \$4,000 on the June 14, 2024. pay date.
- Less than full-time special education Resource Program Teacher (<1.0 FTE) will be paid a prorated amount in proportion to their FTE.
- All current AAEA staff who transfer into a special education Resource Program Teacher position will be paid a prorated amount based on start date.
- All new staff who fill a special education Resource Program Teacher position whose start date is no later than October 30, 2023 will be paid in three off-schedule, lump sum payments, as follows:
\$2,000 on the November 3, 2023 pay date; \$2,000 on the December 17, 2023, pay date; and \$4,000 on the June 17, 2024 pay date. Payments will be prorated for positions filled after October 15, 2023 based on the number of annual working days.
- 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.
- The Association and the District will agree in writing on the names of the eligible employees and once agreed upon, the list will be final and will not be subject to the grievance procedure.

This Memorandum of Agreement expires at the end of the 2023-2024 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

Date

10-18-2023

John Randle Sr.
Assistant Superintendent-HR/ER

Date

10/18/2023