

George P. Pappas
AOC Executive Director

David A. Carr
Deputy Superintendent / George Pappas

Memorandum of Agreement

Between

The Ann Arbor Education Association Para-Educators

And

The Ann Arbor Board of Education

Permy Brown
President

One-Time, Off-Schedule, Non-Recurring 2% Retention Payment

The challenges of returning to in-person learning in a covid-informed environment continue to concern the ability to retain staff to provide continuity of a variety of services, including instruction, for our students. As such, the parties agree to a one-time, off-schedule, non-recurring payment to aid in the retention of staff and continuity of instructional and other services, to be funded by one-time federal ESSER grant funds.

The payment to each staff member shall be equivalent to two percent (2%) of the average AAEP-Para 2021-2022 current contractual pay.

To be eligible, staff must be in good standing and employed with AAPS on December 3, 2021. This memorandum is subject to Board of Education approval. Should all parties and the BOE ratify the MOA, payment is anticipated to be made to eligible employees on or about December 17, 2021.

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. The parties understand this is a one-time, non-recurring, off-schedule payment.

This Memorandum of Agreement expires upon payment and shall not renew without the written agreement of both parties.



George Przygodski
3C Executive Director

11-5-2021

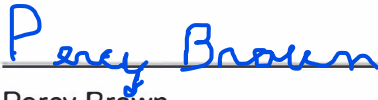
Date



David A. Comsa
Deputy Superintendent / General Counsel

11/05/2021

Date



Percy Brown
President

11-4-2021

Date