

**Memorandum of Agreement
Between
Ann Arbor Public Schools
And
Ann Arbor Education Association for Paraeducators**

Preschool and Self-Contained Paraeducator Language Clarification

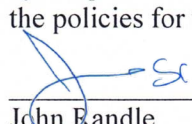
The parties agreed in the March 2023 Tentative Agreement and subsequent contract to add Article 28-C which currently reads:

Preschool and Self-Contained Paraeducators will be paid an additional \$75 on any day that their assigned classroom teacher is not available. In the event there are multiple assistants in the classroom, the senior paraeducator will receive the additional pay; future dates would rotate amount the remaining paraeducators assigned to the classroom.

The parties agree this language is intended to address situations where a substitute teacher is randomly assigned because the classroom teacher is out for a short-term absence. This language was developed to recognize that in these specialized classrooms, the paraeducators are familiar with their students and with the classroom routines and can maintain that continuity of programming established by their assigned teacher for a short-term period in the absence of said teacher.

The parties also agree the language is not intended for situations where the assigned teacher is out for an extended period of time, such as an FMLA or other leave of absence, for which the district would secure a long-term substitute teacher. In the event a long-term substitute teacher is secured, that long-term substitute would be responsible for setting the routine and taking lead of the classroom. The additional pay would not be applicable in this situation.

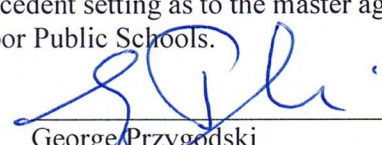
This Memorandum of Understanding constitutes the entire understanding and agreement reached by the parties with respect to this matter, and is not precedent setting as to the master agreement or the policies for the Board of Education of the Ann Arbor Public Schools.



John Randle
Assistant Superintendent-HR
Ann Arbor Public Schools

11/10/2023

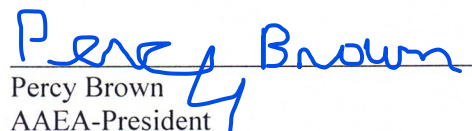
Date



George Przygodski
3C Executive Director
AAEA/P-MEA

11-8-2023

Date



Percy Brown
AAEA-President

11-8-2023

Date