

# Memorandum of Agreement

Between

The Ann Arbor Education Association - Paraeducators

And

The Ann Arbor Board of Education

## Child Care Retention and New Hire Bonus

The AAEA/P and AAPS have reached the following agreement:

### New Hire Supervisors, Assistants, or Special Needs Assistants

Those who start on August 23 and work 5 or more shifts per week (any combination of AM and PM shifts) receive a \$200 retention bonus divided into two \$100 payments:

- 1st payment: 1st payday in December
- 2nd payment: 1st payday in June

The job postings would say "A bonus of \$200 is available to new employees who meet certain requirements."

### Returning Supervisors, Assistants, or Special Needs Assistants

Those who start on August 23 and work 5 or more shifts per week (any combination of AM and PM shifts) receive a \$400 retention bonus divided into two \$200 payments:

- 1st payment: 1st payday in December
- 2nd payment: 1st payday in June

This Memorandum of Agreement expires at the end of the 2021-22 school year and shall not renew without the written agreement of both parties.



George Przygodski  
3C Executive Director



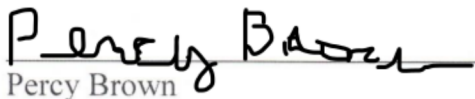
Shonta A. Langford  
Executive Director of Human Resources

6-29-2021

Date

6/29/2021

Date



Percy Brown  
President

6-29-2021

Date