

Memorandum of Agreement
Between
Ann Arbor Public Schools
And
Ann Arbor Education Association- Paraeducators
SPECIAL EDUCATION PARAEDUCATOR
(CRITICAL NEEDS POSITIONS PAY)

2023-24 Salary Schedule

Step	Hourly Rate
1	16.83
2	16.96
3	17.11
4	17.24
5	18.53
L-1	18.72
L-2	18.90
L-3	19.64
1	17.39
2	17.51
3	17.65
4	17.81
5	19.56
L-1	19.76
L-2	19.95
L-3	20.73
1	19.64
2	19.78
3	19.92
4	20.33
5	22.01
L-1	22.23
L-2	22.45
L-3	23.33

Classification Codes

C	General Education Assistant*
	1** <i>Regular Ed Preschool Assistant</i>
	2** <i>Site-based Assistant</i>
	<i>Elementary Classroom Assistant</i>
	<i>Headstart Assistant</i>
	<i>Title I Assistant*</i>
	<i>ADA Assistant</i>
	<i>Childcare Assistant (Pathways)</i>
D	Special Education Assistant
	1** <i>Special Education EI/EMI/POHI Self Contained Unified Studies, Preschool, ABA</i>
	2** <i>Hearing Impaired Assistant</i>
	3** <i>Special Education K-2</i>
	<i>Special Education Assistant</i>
E	ESL Assistant
F	Middle School Building Assistant
G	VocEd Assistant
H	Career Resource
I	Registered Behavior Technician
J	Community Assistant
K	Theater Technician
L	Hearing Impaired Interpreter/Visually Impaired Interpreter
M	Headstart Lead Teacher
N	Family Service Worker
O	Program Director Infant/Childcare
P	Early-on Family Service Coordinator

The District is currently experiencing a staff shortage in critical and hard-to-fill self-contained and 1-to-1 Paraeducator positions to adequately and lawfully serve the current special education enrollment for the 2023-24 school year for students as indicated in individualized Education Programs (IEPs).

Current Status:

- Self-Contained and 1-to-1 paraeducators are classified as Group 3 Classification D
 - The 1-to-1 Paraeducator is considered the most restrictive for a student. These Paraeducators are assigned to one particular student with a significant disability that requires all day attention.
- Both receive pay starting at \$16.83 per hour.
- The Group 1 Classification D(1) Step 1 hourly rate is \$19.64 per hour.
 - Certain Paraeducators hired before June 9, 2004 qualify for premium pay pursuant to the CBA

In an effort to properly serve the current population of students, the parties agree, effective **September 11, 2023 through March 1, 2024**, to a pay enhancement for any Paraeducator serving in Self-Contained Classrooms and as 1-to-1 Paraeducators, Group 3 Classification D positions, as follows:


1. The hourly pay for Paraeducators serving in Self-Contained Classrooms and 1-to-1 Group 3 Classification D positions **only** shall increase from their current pay step to the respective step on the Classification D(1) premium scale.
 - a. Ex. Group 3 Classification D Step 2 \$16.96 to Group 1 Classification D(1) Step 2 \$19.78
 - b. Ex. Group 3 Classification D Step L-3 \$19.64 to Group 1 Classification D(1) Step L-3 \$23.33

2. If a Paraeducator subject to this MOA vacates the Self-Contained or 1-to-1 position during the effective period for any reason, the Paraeducator will no longer be eligible for the pay enhancement as of the date of termination in the qualifying position, and the hourly rate will revert to the Paraeducator's base rate.
3. Paraeducators who transfer into a Self-Contained Classroom or to 1-to-1 position, under this MOA after September 11, 2023 will be paid a prorated amount based on start date.

This Memorandum of Agreement constitutes the entire understanding and agreement reached by the parties with respect to this matter.

ANN ARBOR PUBLIC SCHOOLS

John Randle
Assistant Superintendent


Date 10/16/2023

ANN ARBOR EDUCATION ASSOCIATION

George Przygodski
3C Executive Director


Date 10-11-2023

Percy Brown
President


Date 10-11-2023

Each party reserves the right to submit a name for inclusion or exclusion on the attached list, if facts and circumstances change. Inclusion or exclusion must be mutually agreed upon.

<i>Last Name</i>	<i>First Name</i>	<i>Location</i>
Abdullah	Bulkees Nazrinban	Lawton
Abedi	Farzaneh	Lawton
Alaqrabawi	Munia	Thurston
Anahid	Sahra Elizabeth	Abbot
Anderson	Philicia Patrice	Thurston
Balliett	Kristen Michelle	A2Steam
Barry	Krista Lynn	Tappan
Bauman	Kristen Rae	Abbot
Boudreau	Elena Maria	Pioneer
Burgeid	Fatma Salem	Logan
Burns	Turinda Terese	Abbot
Busch Binetti	Heidi	Slauson
Cavanaugh	Susan Marie	Logan
Champoux	Jessica Lee Irvine	Skyline
Chang	Yung Lien	Logan
Copeland	Brandon Robert	Clague
Cross	Nicole M	Lawton
Cruz	Sean Esteves	Scarlett
Drozdowski	Katherine Marie	Abbot
Eccleston	Rolando Alfonso JR	Pioneer
Evans-Anderson	Ro-Adrienn Denese	Thurston
Fessler	Paul	Logan
Fields	Garai T	Pioneer
Flowers	Kendall Lenore	Skyline
Ford	Rhonda Michelle	Huron
Frazer	Susan Marie	Slauson
Furry	Keith W	Skyline
Goyal	Sat Paul	Skyline
Guha	Arpita	Forsythe
Guttman	Ann Marie	Allen
Hackney	Brittane Yvette	Bryant
Harper-Sanders	Morgan Rae	Thurston
Hawkins	Jackson	Tappan
Hedman	Penny Sue	Skyline
Henry-Fisher	Tara Shawn	Clague
Hinz	Leanne E	Skyline
Hooker	Martin De Porris	Clague
Howard	Kimberly Michelle	Thurston
Jain	Anu Tarun	Abbot

Jones	Lakeya Shanika	Haisley
Khan	Selima Yasmin	Westerman
Kim	Ji Sun	King
	Julie Mary	Tappan
Landreaux	Erika	Abbot
Lartigue	Carlton Ray	Forsythe
Lavery	Laurel	Bryant
Lickert	Susan Esther	Haisley
Liepold	Klumberly Katherine	Logan
Lin	Joanna	Lakewood
Linderman	Lynn M	Skyline
Lott-Scheffler	Merritt Ann	Skyline
Lucas	Sheryl	Bach
Makhlouf	Hafida Hammadi	Pioneer
Masieri	Francesca	Logan
Mason	Randall Lee	Tappan
Mayville	Karina Cota	Abbot
McFadden	Cole Patrick	Abbot
Montri	Troy Matthew	Pioneer
Mullins	Janet	Logan
Nelson	David J	Allen
Parham	Debra Ann	King
Patton	Marcus Eugene	Thurston
Pedit	April L	Mitchell
Pressley	Trenna Kia	Westerman
Revard	Steven Edward	Abbot
Robles	Atonia Delane	Tappan
Rowton	Treavor Dane	Skyline
Ruelle	Nathalie	WISD Student Te
Saleh	Wesam Youssef	Abbot
Sheffield	Delrio Lee	Forsythe
Simmons	Elizabeth Jane	Forsythe
Slater	Christopher M	Clague
Smith	Monique Lynne-Kate	Thurston
Soofi	Paris F	Mitchell
Starcher	Samantha Kate	Lakewood
Steward	Mario N	Skyline
Sulisz	Olivia	Tappan
Szobonya	Zachary R	Pioneer
Toy	Holly Anna	Westerman
Valdivieso De Ojeda	Mercy Patricia	Logan
Van Gordon	Elizabeth Rose	Burns Park
Vermeulen	Chris W	Pioneer

Villerot	Stephen D	Abbot
Vogiatzi	Paraskevi	Clague
Wagner	Kathryn Elizabeth	Lawton
Walkenbach	Richard	Allen
Walker	Andrew D	Skyline
Wallace	Stacia	Logan
Watson	Nikki Jonelle	Thurston
Weaver	Corey B	Skyline
Winkelseth	Mathieu Christian	Tappan
Woodworth	Luke Zachary	Slauson
Zenz	Breann Keri	Westerman