

**Memorandum of Agreement
Between
The Ann Arbor Education Association
And
The Ann Arbor Board of Education/Paraeducators**

Self-Contained Paraeducators

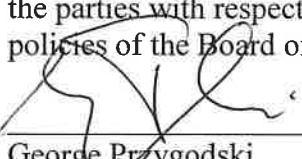
The AAEA/P and AAPS agree to the following for the 2021-2022 school year only for hard-to-fill paraeducator positions working in self-contained classrooms.

The parties recognize that given today's market place, special education classrooms requiring paraeducators who work with EI, CI, SXI and ASD classrooms are hard-to-fill positions. The parties also agree that students in these self-contained classrooms are entitled by law to FAPE. As a result, the following is agreed to:

- All full-time (1.0 FTE) AAEA/P staff who currently work in a self-contained classroom will be paid \$1,500 in off-schedule, lump sum payments, as follows: \$500 in December 2021, \$500 in March 2022 and the final \$500 in June 2022.
- Less than full-time self-contained classroom paraeducators (< 1.0 FTE) will be paid a pro-rated amount in proportion to their FTE.
- All new staff filling self-contained paraeducators positions will be paid a pro-rated amount based on start date.
- All current AAEA/P staff who transfer into a self-contained classroom will be paid a pro-rated amount based on start date.
- 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.
- To receive the second and third payments in March and June employees must be either fully vaccinated or continuing to test weekly, as required by the district.

This Memorandum of Agreement expires at the end of the 2021-2022 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


Shonta Langford
Executive Director, Human Resources

12-8-2021

Date

Percy Brown

Percy Brown
President AAEEA-P

12/10/2021

Date

12-8-2021

Date