

**Memorandum of Agreement**  
**Between**  
**Ann Arbor Public Schools**  
**And**  
**Ann Arbor Education Association – Paraeducators**  
**Special Education Paraeducators**  
**(Critical Needs Positions Pay)**


This Memorandum of Agreement (MOA) is an addenda to the Special Education Paraeducator Critical Needs Positions Pay MOA originally dated November 15, 2023.

This MOA serves to recognize Special Education Paraeducators who are assigned to self-contained or 1-to-1 paraeducator positions as defined in the original Memorandum of Agreement; but who are currently classified as Group 2, Class D.


The hourly pay for individuals impacted will increase from their current pay step to the respective step on the Group 1, Classification D table. This change would be retroactive to September 11, 2023 or first date in the critical needs position. This rate remains in effect until June 13, 2024.

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

ANN ARBOR PUBLIC SCHOOLS

 4-15-24  
Shonta Langford Date  
Assistant Superintendent

ANN ARBOR EDUCATION ASSOCIATION

 4-15-2024  
George Przygodski Date  
3C Executive Director

 4-15-2024  
Percy Brown Date  
President