

**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

<b>C</b>	<b>General Education Assistant*</b>
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>
<b>D</b>	<b>Special Education Assistant</b>
1**	<i>Special Education ELEM/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>
<b>E</b>	<b>ESL Assistant</b>
<b>F</b>	<b>Middle School Building Assistant</b>
<b>G</b>	<b>Voc Ed Assistant</b>
<b>H</b>	<b>Career Resource</b>
<b>I</b>	<b>Registered Behavior Technician</b>
<b>J</b>	<b>Community Assistant</b>
<b>K</b>	<b>Theater Technician</b>
<b>L</b>	<b>Hearing Impaired Interpreter/Visually Impaired Interpreter</b>
<b>M</b>	<b>Headstart Lead Teacher</b>
<b>N</b>	<b>Family Service Worker</b>
<b>O</b>	<b>Program Director Infant/Childcare</b>
<b>P</b>	<b>Early-on Family Service Coordinator</b>

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 June 13, 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

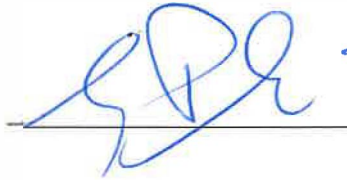


11/15/2023

Date

ANN ARBOR EDUCATION ASSOCIATION


George Przygodski  
3C Executive Director



11-15-2023

Date

Percy Brown  
President



11-15-2023

Date