

# **MEMORANDUM OF AGREEMENT**

**between**

**Ann Arbor Education Association Paraeducators**

**and**

**Ann Arbor Public Schools**

**The AAEA/P and AAPS agree to the following:**

1. For the 2021-2022 school year, the listed Paraeducator employees (attached) shall advance to their applicable L1 or L2 placement. These Paraeducator employees must be on the payroll as an active employee as of the date this agreement is signed in order to be eligible for such advancement. Advancement will be retroactive to August 24, 2021. [current joint estimate 32 paraprofessional employees]
2. No Paraprofessional employee shall advance to L1 or L2 prior to 2021-2022. The wage schedules for 2020-2021 and 2021-2022 shall include an asterisk at the bottom stating, "Employees are placed on L1 and L2 per a Memorandum of Agreement dated September \_\_, 2021."
3. Each party reserves the right to submit a name for inclusion or exclusion on the attached lists, if facts and circumstances change. Inclusion or exclusion must be mutually agreed upon.
4. Solely for purposes of this Memorandum of Agreement, a Paraeducator employee is deemed an active employee if assigned to a bargaining unit position for the specified school year and is either actively at work or on an approved leave during a portion or all of that year.
5. Upon approval of this Memorandum of Agreement ("MOA") by the AAPS Board of Education, it shall be agreed and understood that all issues related to Paraeducator advancement to L1 and L2 prior to the implementation dates identified herein shall be resolved with prejudice.
6. This MOA is the result of a good faith compromise by both Parties, is not precedent setting, does not establish a custom or binding past practice, and may not be admitted as evidence in any proceeding, except to enforce the terms of this Agreement, as written. More specifically, negotiations for 2022-2023 and subsequent years, not this MOA, shall govern placement on L1 and L2.


7. This MOA sets forth the entire agreement between and among the parties hereto with respect to the claims described herein and supersedes any other written or oral understandings. This Settlement Agreement does not reflect any other terms or conditions or agreements between or among the parties with respect to any other matter.

**ANN ARBOR EDUCATION ASSOCIATION  
PARAEDUCATORS**


  
\_\_\_\_\_  
George Przygodski  
3C Executive Director

Date: 9/22/2021

**ANN ARBOR PUBLIC SCHOOLS**

  
\_\_\_\_\_  
David A. Comsa  
Deputy Superintendent  
Human Resources / General Counsel

Date: 9/22/2021

  
\_\_\_\_\_  
Percy Brown  
President  
Date: 9-22-2021

**Employee List - MOU Para Placement:**

Employee	Employee Number	Years of Experience	Longevity Placement 2021/22
Al Najjar, Maisoon A	116814	6.15	s/b L1
Bechtel, Trevor M	115325	7.91	s/b L1
Bruce, DeMario	112398	6.07	s/b L1
Cavanaugh, Susan M	114242	6.03	s/b L1
Cerrone, Breana	116741	6.25	s/b L1
Grisdale, Mary B	106203	6.06	s/b L1
Hedman, Penny S	116629	6.68	s/b L1
Hugan, Jeffrey A	116934	6.03	s/b L1
Massey, Teiara S	116891	6.07	s/b L1
McKenzie, William P	116876	6.11	s/b L1
Wiese, Pamela M	116616	6.72	s/b L1
Withers, Edward	116915	6.01	s/b L1
Woodman, Margaret P	116877	6.11	s/b L1
Ajlouny, Randa J	114704	8.87	s/b L2
Basu, Anindita	115938	8.88	s/b L2
Bedinger, Brandon M	115879	9.05	s/b L2
Demunnik, Angele D	115833	9.08	s/b L2
Dufek, Candace C	115073	9.79	s/b L2
Hoyer, Marcia R	115337	9.10	s/b L2
Kotlarczyk, Kaye L	112918	14.81	s/b L2
Krafft, Karl A JR	115920	8.95	s/b L2
Parham, Debra A	113856	8.78	s/b L2
Patty, Marnetta N	115816	9.08	s/b L2
Ribby, Jennifer M	114104	12.97	s/b L2
Roumanis, Eugenia	115819	9.08	s/b L2
Sheffield, Delrio L	115823	9.08	s/b L2
Smith, Vanessa M	116104	8.25	s/b L2
Spurlock, Troy	108580	20.91	s/b L2
Thomas, Satonya K	103655	9.08	s/b L2
Vermeulen, Chris W	107592	8.87	s/b L2
Warren, Kimberly M	114191	8.83	s/b L2
West Jones, Jacqueline K	111910	8.63	s/b L2