

Memorandum of Agreement
Between
The Ann Arbor Education Association
And
The Ann Arbor Board of Education

Self-Contained Teachers

The AAEA and AAPS agree to the following for the 2021-2022 school year only for hard-to-fill self-contained classroom teaching positions requiring EI, CI, SXI and ASD certifications.

The parties recognize that given today's teacher market place, special education classrooms requiring teachers with EI, CI, SXI and ASD certifications 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 AAEA staff who currently teach a self-contained classroom and maintain certification in EI, CI, SXI or ASD will be paid in three off-schedule, lump sum payments, as follows: \$2,500 on the October 22, 2021, pay date; \$2,500 on the December 17, 2021, pay date; and \$5,000 on the June 17, 2021, pay date.
- All new staff filling self-contained classroom teaching positions whose start date is no later than October 15, 2021 will be paid in three off-schedule, lump sum payments, as follows: \$2,500 on the October 22, 2021, pay date; \$2,500 on the December 17, 2021, pay date; and \$5,000 on the June 17, 2021. Payments will be prorated for positions filled after October 15, 2021, based on number of annual working days.
- All current AAEA staff who transfer into a self-contained classroom and maintain certification in EI, CI, SXI or ASD, with an effective date by or of September 30, 2021, will be paid in three off-schedule, lump sum payments, as follows: \$2,500 on the October 22, 2021, pay date; \$2,500 on the December 17, 2021, pay date; and \$5,000 on the June 17, 2021, pay date. Payments will be prorated for positions filled after September 15, 2021, based on number of annual working days.
- 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.

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.

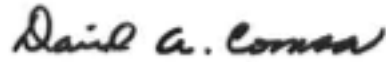
This Memorandum of Agreement constitutes the entire understanding and agreement reached by the parties with respect to this matter, and is not precedent setting as to the master contract or the policies of the Board of Education of the Ann Arbor Public Schools.



George Przygodski
3C Executive Director

9-24-2021

Date



David A. Comsa
Deputy Superintendent / General Counsel

9/24/2021

Date