

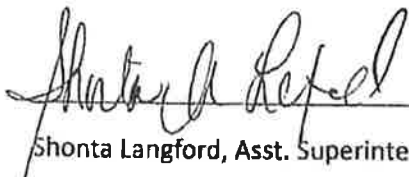
**2024-25 Economic Re-Opener  
Tentative Agreement between  
Ann Arbor Public Schools and the AAEA-P  
December 12, 2024**

The parties agree to the following for the 2024/24 fiscal year:

- All current employees hired before December 31, 2023, will receive a Full Step Advancement
- A 1.5% salary increase for the 2024/25 school year retroactive to 7/1/2024.
- L1: 1.5% higher than Step 5 for Paraeducators with 6 or more years of experience, (calculated from seniority date) in Ann Arbor by 9/30; L2: 2.5% higher than Step 5 for Paraeducators with 8 or more years of experience, (calculated from seniority date) in Ann Arbor by 9/30; L3: 6.5% higher than Step 5 for Paraeducators with 10 or more years of experience (calculated from seniority date) in Ann Arbor by 9/30; L4 to receive \$1,000 stipend with 20 years of service.
- Eligible employees will receive a full step Increase for 2025-2026 school year on the first pay in September if hired before December 31, 2024.
- The above bullets will be retroactive to the beginning of the 2024-2025 school year.
- If the percentage increase exceeds 1.5% for AAEA or any other bargaining group we will match that percentage with this group.

All other provisions of the agreement shall remain in full force and effect as required by law during negotiations and until the agreement is terminated. No increases to employee pay raises, compensation, or fringe benefits shall occur unless otherwise agreed in writing.

**ANN ARBOR PUBLIC SCHOOLS**

  
\_\_\_\_\_  
Shonta Langford, Asst. Superintendent

Ann Arbor Public Schools


\_\_\_\_\_  
1/16/25  
Date

**ANN ARBOR EDUCATION  
ASSOCIATION/PAREDUCTATORS**

  
\_\_\_\_\_  
George Przygodski, Executive Director

3C Coordinating Council

\_\_\_\_\_  
1-16-2025  
Date

  
\_\_\_\_\_  
Crystal Kinard, Vice - President AAEA/P

\_\_\_\_\_  
1/16/25  
Date