

**Memo of Understanding
Between the Ann Arbor Public Schools
and the Ann Arbor Education Association**

Cash in Lieu

The parties agree that the cash in lieu payment for employees opting out of medical plans will increase from \$3000 to \$4000, effective January 1, 2026.

ANN ARBOR PUBLIC SCHOOLS

ANN ARBOR EDUCATION ASSOCIATION



Shonta Langford
Assistant Superintendent
Human Resources



George Przygodski
Executive Director
3C Coordinating Council

1-29-2026

Date

1-29-2026

Date