

**Memorandum of Agreement
Between the
Ann Arbor Public Schools
And the
Ann Arbor Education Association- Paraeducators**

RE: Donation to Common Sick Bank, Article 14.D.

The purpose of this agreement is to allow Paraeducators the opportunity to voluntarily support colleagues experiencing extended illness or medical hardship by donating unused sick leave the Common Sick Bank.

The parties agree that at the conclusion of the 2025-2026 school year Paraeducators who have accrued sick leave and have a minimum balance of 100 days after the donation can donate up to 15 Sick days to the common sick bank.

Participation in the Common Sick Bank donation is strictly voluntary. No employee shall be coerced or required to donate their sick leave time. Donations to the Common Sick Bank shall not be to specific individuals but shall be for the use of those who apply to the Bank Committee under Article 14 D.3 and Article 14.D.4. Additionally, once donated, sick leave days are non-refundable and may not be returned to the donating employee.

For the beginning of the 2026-027 school year, If the accumulated Common Sick Bank has fewer than one hundred fifty (150) days by June 30th of each year, then the District shall enforce the donation of one (1) sick day per employee under Article 14.D.1 at the start of the school year. If the Common Sick Bank has more than one hundred fifty (150) days by June 30th of each year, then the District shall not enforce the donation of one (1) day per employee under Article 14.D.1.

Ann Arbor Public Schools



Kia Hagens
Director,
Human Resources/ Employee Relations

5/7/2026
Date

Ann Arbor Education Association,
Paraeducators



Lori Tuuick
Michigan Education Association
Executive Director, 3C

5/7/2026
Date



Claire Arthurs
President - AAEA/P

5/8/26
Date