

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

RE: GROW YOUR OWN - STUDENT TEACHERS

The following understanding has been reached between representatives of the Ann Arbor Board of Education and the Ann Arbor Education Association for Paraeducators.

1. The parties agree that the opportunity for Paraeducators to obtain teacher certification through an AAPS sponsored program is a laudable objective.
2. Paraeducators as part of obtaining their teacher certification need to participate and complete their student teacher assignment.
3. The parties have a provision in their Collective Bargaining Agreement:

Article 15, B-2 which reads:

Leaves of absence ... when specifically approved by the Employer, will assure (subject to the other provisions in this agreement) a position in the employee's classification for sixty (60) calendar days. Upon termination of all other leaves or after the completion of the sixty (60) calendar days, the employee shall be placed in the first available position for which he/she is qualified.

A The parties agree that paraeducators that need to participate in student teaching in the District will be allowed by the District to qualify for a leave of absence under Article 15 and that the leave of absence will be granted for the length of the student teaching assignment.

B Further the parties agree that if a paraeducator is filling a required student teacher assignment in the Ann Arbor Public Schools they will continue to receive their salary and benefits while in the approved student teaching assignment. Every effort shall be made to place Grow Your Own participants in student teaching positions within Ann Arbor Public Schools. In the event a student teacher placement cannot be provided within Ann Arbor Public Schools, this shall be discussed with the individual and the Association.

After the student teacher assignment, the paraeducator shall be placed in the first available teaching position for which he/she is qualified. The para educator will not be assigned to the building where they are currently assigned. If a teaching position in which they are qualified for is not available at the conclusion of the student teaching assignment, the paraeducator will return

to their paraeducator position until the first teaching position for which they are qualified becomes available

C While the paraeducator is in an approved student teacher assignment their paraeducator vacancy will be filled with a long-term substitute. If a paraeducator accepts a long-term substitute position at the conclusion of their student teaching, their paraeducator position will be filled behind and they will be assigned to a vacancy upon return to their paraeducator position if necessary

D The District will provide the Association with a listing of all paraeducators, along with their assignments who are student teaching.

E The District will provide notification to the Association whenever a paraeducator is placed in a teaching position as a result of participating in the Grow Your Own Program.

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

Ann Arbor Public Schools



Kia Hagens

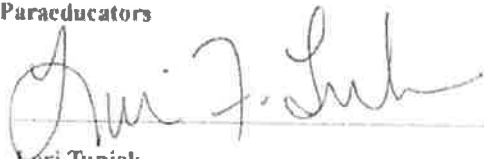
Director,

Human Resources/ Employee Relations

5/7/2026

Date

Ann Arbor Education Association,
Paraeducators



Lori Tunick

Michigan Education Association

Executive Director, 3C

5/7/2026

Date



Claire Arthurs

President, AAEP

5/8/26

Date