

MEMORANDUM OF AGREEMENT

between

Ann Arbor Education Association – Office Professionals

and

Ann Arbor Public Schools

The AAEA/OP and AAPS agree to the following

1. For the 2021-22 School Year the listed OP employees (attached) shall advance to their applicable L1, L2 or L3 placement. These OP employees must be on the payroll as an active employee as of the date this agreement is signed in order to be eligible for such advancement. Advancement will be retroactive to July 1, 2021. [current joint estimate 15 OP employees]
2. No OP employee shall advance to L1, L2 or L3 prior to 2021-2022. The wage schedules for 2020-2021 and 2021-2022 shall include an asterisk at the bottom stating, “Employees are placed on L1, L2 and L3 per a Memorandum of Agreement dated September __, 2021.”
3. Each party reserves the right to submit a name for inclusion or exclusion on the attached lists, if facts and circumstances change. Inclusion or exclusion must be mutually agreed upon.
4. Solely for purposes of this Memorandum of Agreement, an OP employee is deemed an active employee if assigned to a bargaining unit position for the specified school year, and is either actively at work or on an approved leave during a portion or all of that year.
5. Upon approval of this Memorandum of Agreement (“MOA”) by the AAPS Board of Education, it shall be agreed and understood that all issues related to OP advancement to L1, L2 and L3 prior to the implementation dates identified herein shall be resolved with prejudice.
6. This MOA is the result of a good faith compromise by both Parties, is not precedent setting, does not establish a custom or binding past practice, and may not be admitted as evidence in any proceeding, except to enforce the terms of this Agreement, as written. More specifically, negotiations for 2022-2023 and subsequent years, not this MOA, shall govern placement on L1, L2 and L3.
7. This MOA sets forth the entire agreement between and among the parties hereto with respect to the claims described herein and supersedes any other written or oral understandings. This Settlement Agreement does not reflect any other terms or conditions or agreements between or among the parties with respect to any other matter.

**ANN ARBOR EDUCATION ASSOCIATION
OFFICE PROFESSIONALS**

ANN ARBOR PUBLIC SCHOOLS



George Przygodski
3C Executive Director



David A. Comsa
Deputy Superintendent
Human Resources / General Counsel

Date: 9/22/2021

Date: 9/22/2021

Listed Employees:

Employee	Employee Number	Comments	Years of Seniority	Longevity Placement will be:
Jenkins, Katrina J	102950	would have reached 14 years in 2019	16.54	L3
Eaddy, Rochelle D	113173	would have reached 11 years in 2020	12.55	L2
Sanderson, Kathryn A	113892	would have reached 11 years in 2019	13.15	L2
Winters, Jane D	106600	reaches 11 years 2021	11.13	L2
Goodman, Rhonda R	103251	would have reached 11 years in 2020	12.13	L2
Hannaford, Laura L	105918	would have reached 11 years in 2020	12.78	L2
Heiney, Michele R	113637	would have reached 11 years in 2020	12.78	L2
Mills, Laura A	106312	reaches 11 years 2021	11.93	L2
Rinehart, Kathryn A	100588	would have reached 8 years in 2020	9.67	L1
Gibson, Nancy G	115196	would have reached 8 years in 2019	10.59	L1
Keeling, Joanne E	115393	would have reached 8 years in 2019	10.10	L1
Durbin, Lynette M	109567	reaches 8 years in 2021	8.72	L1
Wade, Briana M	114707	would have reached 8 years in 2019	10.11	L1
Banks, Deidra M	115796	would have reached 8 years in 2020	9.09	L1
Bilsborrow, Jefferson B	115750	would have reached 8 years in 2020	9.14	L1