



TENATIVE AGREEMENT
between the
Grosse Pointe Educational Office Association
and the
Grosse Pointe Public School System
June 17, 2026

MEA

Article	Proposal
1	Throughout Replace Deputy Superintendent for Human Resources with Assistant Superintendent Replace Deputy Superintendent for Human Resources with Chief Personnel Officer (CPO) Replace "She" with "They" throughout
2	Front Cover MASTER AGREEMENT 2024-2026 2026-2030
3	Table of Contents 2024-2026 2026-2030 UPDATE AS NECESSARY
4	Preamble THIS AGREEMENT entered into as of the, 1st 23rd day of July 2024 JUNE 2026 by and between the BOARD OF EDUCATION of THE GROSSE POINTE PUBLIC SCHOOL SYSTEM, WAYNE COUNTY, MICHIGAN, hereinafter called "the BOARD" and the GROSSE POINTE EDUCATIONAL OFFICE ASSOCIATION, MEA, hereinafter called "the ASSOCIATION".
5	1.1 BOARD shall mean the Board of Education of The Grosse Pointe Public School System such matters for the years 2024-2026 and 2025-2026 2026-2030 .
6	1.6 and Incorporate 8/29/2025 LOU The Board recognizes the Association as the sole and exclusive bargaining representative for all salaried HOURLY office workers (but excluding all substitutes, irregular or temporary employees, all regular part time employees assigned to work less than one-half a full schedule , all confidential employees, and all supervisory and office administrative personnel who have authority to hire, fire, evaluate or demote employees) employed by the Board, in all matters of disputes or grievances which may arise during the term of the Agreement as to the application, interpretation or compliance of either party as to its rights under this Agreement. If the Board decreases the hours of a position in the bargaining unit to less than one-half of a full schedule, it will nevertheless remain in the bargaining unit. The secretaries to the Superintendent of Schools THE DEPUTY SUPERINTENDENT OF EDUCATIONAL SERVICES, THE ASSISTANT SUPERINTENDENT FOR BUSINESS & OPERATIONS , and the Assistant Superintendent of Human Resources and Labor Relations are not members of the bargaining unit represented by the Association. All office workers covered by this Agreement are hereinafter referred to as "EMPLOYEES."

Tentatively Agreed
June 17, 2026:

For the district 
Moussa Hamka

For the association 
Teresa Bennett



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7	5.4	The Board agrees to continue to make voluntary payroll deductions, upon written authorization therefore, from the salaries of employees for the following: United Foundation, Tax Sheltered Annuities, Hospitalization insurance rider premiums, U. S. Savings Bonds purchases, the Michigan First Credit Union ; union dues to the extent permitted by law; and agrees to disburse these deductions for the purposes intended. Procedures for these payroll deductions shall be established by the Board's Business Office.
8	6.12	The termination or discipline of a probationary employee; SEE 8.41
9	7.3	No employee shall be required to do personal work of administrators or teachers, but is expected to do work assigned which the immediate supervisor or administrator determines to be of a civic or charitable nature TIED TO THE GROSSE POINTE SCHOOL DISTRICT OR COMMUNITY . The burden of responsibility shall rest solely with the administrator for all assigned work.
10	7.5	The Board may establish or change the work classifications or duties of any employee. The Association will be notified CONSULTED of any change in classification or duties within ten (10) days of such change. THE PARTIES AGREE TO MEET AND JOINTLY WORK TOGETHER ON ANY NEW POSITION, ITS JOB DESCRIPTION, DUTIES AND RESPONSIBILITIES. THE PARTIES FURTHER AGREE TO WORK JOINTLY TO UPDATE AND/OR AMEND JOB DESCRIPTION, DUTIES AND RESPONSIBILITIES WHEN EITHER PARTY FEEL THAT SUCH CHANGES ARE NECESSARY.
11	7.14	INCORRECT REFERENCE Paragraph 8.15
12	7.34	Pay for use of Individual Roll Bank time AFTER 29 WORKING DAYS , will be paid at 75% of the hourly rate (paragraph 7.53).
13	7.35	If benefits continue to be payable in a succeeding school year, such benefits shall be increased on the date the employee would have begun active employment in such succeeding school year had she not become ill or disabled, such increase to be determined by the employee's contracted base salary HOURLY WAGES for such ensuing school year.
14	7.37 7.38	INCORRECT REFERENCE Paragraph 7.57-7.59 Paragraph 7.49-7.65

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15	NEW	THE DISTRICT SHALL COMPLY WITH THE EARNED SICK LEAVE ACT OF 2025. EMPLOYEES WILL BE TREATED WITH RESPECT AND IN ACCORDANCE WITH THE LAW WHEN ABSENCES ARE NECESSARY. EMPLOYEES WILL REPRESENT THEMSELVES WITH THE SAME RESPECT TO THE EMPLOYEEER WITH THE UNDERSTANDING THAT THEY ARE THERE TO SUPPORT THE STUDENTS/OPERATION OF THE DISTRICT AND THAT INAPPRPORIATE USE OF DAYS (IE: BEFORE AND AFTER A HOLIDAY) OR PATTERNS OF ABSENCES MAY RESULT IN THE DISCIPLINE OF EMPLOYEES WHO INTENTIONALLY MISAPPLY THE LAW.
16	7.40	In personal illness cases of an emergency or unanticipated nature, personal or telephone notification shall be given to the central office or to the employee's immediate supervisor as soon as possible but normally one (1) hour before the employee reports for work. However, any employee who is scheduled to begin work after 11:00 a.m., will be expected to give three (3) hours notice. Failure to meet this requirement may result in an appropriate deduction of pay unless failure to notify was beyond control of the employee. If the unanticipated illness appears that it will continue beyond the initial day, the employee shall notify her immediate supervisor AS SOON AS THEY ARE ABLE ON by 3:00 p.m. of the first day of absence as to the approximate duration of her illness so that substitute arrangements can be made.
17	7.43	In the case of a retirement or leave of absence involving an emotional or mental health problem, WHEN RETURNING FROM A LEAVE OF ABSENCE the Board shall determine such employee's ability to return to duty. This determination may be based on an advisory opinion from a panel of three qualified physicians. In such cases, the panel of physicians shall consist of one physician selected by the employee, one selected by the Board, and a third selected by the other two appointees. The recommendations of this panel (which shall be advisory only as to the matter) shall be placed in writing, with a copy thereof being made available to the employee. The Board will assume the payment of fees for the services of all three physicians in this regard.
18	7.44	An employee may be required at the time of AFTER THE THIRD DAY OF her absences THE BOARD MAY REQUIRE HIM/HER to furnish information and a physician's certificate concerning her absence as the Board may require. When an employee is unable to substantiate the necessity of sick leave absence by a physician's certification, where required, or where it is otherwise determined by the Board that illness or disability of an employee does not or did not exist although claimed by an employee for purposes of obtaining sick leave, absence from duties in such cases shall be deemed an unexcused absence and subject to pay deduction as well as to other disciplinary action.

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19	7.48	An employee shall be compensated by the Board to the extent of the difference between the employee's daily salary and the amounts she is paid for a required appearance in a court of record as a plaintiff, defendant or witness under subpoena in a case connected with her employment while absent from work for such purposes. The same shall hold true when an employee is subpoenaed as a witness to appear in a court of record. This does not include compensation for time spent attending discovery proceedings related to such cases.
20	7.49	A paid leave of absence NOT CHARGED TO THE EMPLOYEE shall be granted any employee who is summoned and reports for jury duty during the months she is assigned to work.
21	7.50	Leave with pay, NOT CHARGED TO THE EMPLOYEE for up to five (5) duty days because of the death in the immediate family ...
22	7.52	Leave with pay NOT CHARGED TO THE EMPLOYEE for one day will be allowed for the death of an aunt, uncle, first cousin, niece, nephew, brother-in-law and sister-in-law.
23	7.55	Only personal illness or disability as defined in paragraph 7.18 are covered by this leave policy. When an employee becomes eligible for LTD benefits, she/he shall be considered to be placed ON a health leave OF ABSENCE for the remainder of the school year , and her /his position shall be posted, notwithstanding her/his continued eligibility for LTD benefits. The employee shall notify the Human Resources department not later than April 30 MAY 31 of her/his intent to return to work for the subsequent school year. Such return shall be subject to all other relevant provisions of the agreement. In the event that the employee is not able to return to work at the commencement of the next school year, an additional year's health shall be granted. In no case shall such leaves extend beyond four years in duration.
24	7.56	Personal illness or disability means the complete inability of the employee, due to sickness or injury, to perform any and every duty pertaining to his assignment with the Board. Illness includes cases where emergency medical procedures are required. Appointments for medical examinations and diagnostic testing or for other health or medical care appointments which cannot be scheduled outside the normal school day shall qualify for leave under the terms of sick leave. Illness or disability shall not exist where an employee is actively working for the Board, another employer, or in self-employment or is confined to a penal institution. Illness or disability shall not exist where caused or contributed by intentionally self-inflicted body injury.
25	7.59	INCORRECT REFERENCE Paragraph 7.49

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26	NEW 7.60	WHEN AN EMPLOYEE IS ON ANY APPROVED LEAVE, THEY MUST REMAIN IN A PAID STATUS UTILIZING ALL AVAILABLE BANKED, INCLUDING ROLL BANK DAYS, UNTIL THEY ARE PLACED IN AN UNPAID STATUS.
27	7.64	Employees may use their Individual Roll Bank days for absences that exceed their provided number of Individual Leave Bank through their 29th day being absent. Once an Employee is absent more than 29 days in a year they may not use Individual Roll Bank days even if they have Individual Roll Bank days remaining in their personal account UNLESS THE EMPLOYEE RETURNS AND ADDITIONAL DAYS ARE REQUIRED FOR THE SAME DIGASTONIC CODE.
28	7.67	Employees MUST APPLY FOR SHORT TERM DISABILITY AND eEmployees may receive compensation EXAMPLES OF FMLA AND DISABILITY
29	7.66	SHORT TERM DISABILITY PLAN FOR <u>VESTED</u> EMPLOYEES The district shall create and fund a self-funded Short-Term Disability plan for vested Employees. This plan will be administered by a 3rd party of the district's choice. Employees will only be eligible to use the Short-Term Disability plan for their own personal illness defined as when they are unable to perform the material and substantial duties of their own occupation because of sickness or injury, and are under the regular care of a doctor. AS DETERMINED BY THE POLICY CARRIER.
30	Chart after 7.68	For absences 23—29 Betty applies and is awarded 7 days from the Community Roll Bank (this option is only available in the 13-14 and 14-15 school years) where she receives 75% of her regular daily pay. UPDATE EXAMPLE
31	7.71	Employees absent from work for an absence eligible for Worker's Compensation payments will receive their full pay (salary HOURLY RATE and longevity) through qualifying for LTD WORKERS COMPENSATION . If an Employee is found eligible for Worker's Compensation payments, any Individual Leave Bank or Roll Bank days used by the Employee for that absence reason will be restored.
32	7.74	Employees may use UP TO their Individual Leave Bank for the purposes of paternity leave SIXTY (60) DAYS FROM THEIR AVAILABLE INDIVIDUAL LEAVE BANK DAYS AND ROLL BANK DAYS FOR THE PURPOSE OF BONDING WITH THE NEW CHILD, IN ACCORDANCE WITH FMLA
33	7.75	Female Employees who are in the process of permanently, legally adopting a child may use UP TO SIXTY (60) DAYS FROM THE available Individual Leave Bank Days and Roll Bank Days for the purpose of bonding with ADOPTING A new child IN ACCORDANCE WITH FMLA . Employees may not use the Short-Term Disability program for this purpose.

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34	7.76	Male Employees may use Individual Leave Bank days for the process of permanently, legally adopting a child.
35	7.77	Employees may use their Individual Leave Bank for the purposes of paternity leave. EMPLOYEES MAY USE UP TO SIXTY (60) DAYS FROM THEIR AVAILABLE INDIVIDUAL LEAVE BANK DAYS AND ROLL BANK DAYS FOR THE PURPOSE OF CHILDBIRTH AND BONDING, IN ACCORDANCE WITH FMLA
36	7.60	REMOVE VESTED AND NON-VESTED ELIMINATE REFERENCES THROUGHOUT THE CONTRACT
37	7.62	Each vested EmployeeS shall be provided an Individual Roll Bank for their use for Personal Illness absences in a school year once their Individual Leave Bank has been depleted. When using their Individual Roll Bank or electing to use vacation days for this purpose, an employee may be required to provide a copy of a doctor's note substantiating that the medical condition prevents the Employee from being at work.
38	7.78	<u>NON-VESTED EMPLOYEES</u> While in the first four years of employment in GPPSS Employees, as defined in Paragraph 7.48, shall be provided 10 days in an Individual Leave Bank. During the first 4 years in the district, the Employee shall have full roll into their Individual Roll Bank. During the first 4 years of employment, an Employee may access their own Individual Roll Bank for personal illness. Upon commencing employment with the district, the Employee may elect to purchase access to the district Short Term Disability plan described above. Election of this program must be made upon employment with the district and must be continued through all four years of non-vested status.
39	7.79	After 4 full years of employment an Employee shall be considered vested for personal leave.
40	8.7	The starting time and length of daily working hours for each employee shall be determined by the Superintendent. The times and hours shall be posted REPORT TIMES SHALL BE AT LEAST FIFTEEN MINUTES PRIOR TO DOOR BEING OPENED FOR STUDENTS and are subject to change upon 10 days notice except when unusual or emergency situations necessitate an earlier change. Each full-time employee shall have a lunch period of one hour (UNPAID) per working day, and two fifteen-minute (PAID) relief periods per day. SHOULD IT BE NECESSARY FOR A MEMBER TO WORK THROUGH THEIR LUNCH DUE TO COVERAGE OR BUILDING DUTIES THEY WILL BE PAID, AS A GENERAL RULE EMPLOYEES ARE NOT PERMITTED TO TAKE THEIR FIFTEEN (15) MINUTE BREAKS AT THE START OR END OF THEIR WORKDAY.

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41	8.8	While there is reserved by the Board the right to schedule overtime, it is its policy to keep overtime at a minimum. However, overtime shall not be used to reduce the work force. OVERTIME MAY BE NECESSARY ESPECIALLY WHEN OUR STUDENTS SAFETY IS A CONCERN. HOWEVER, IT WILL BE KEPT TO A MINIMUM AND SHALL NOT BE USED TO REDUCE THE WORK FORCE.
42	8.10	INCORRECT REFERENCCEES Paragraph 10.36 Paragraph 10.43
43	8.11	The Board may hire extra help to do bargaining unit work at a rate the Board may determine at the time of hiring. The parties agree that the use of the contracted workers will be limited to temporary assignment, under 90 days. All other vacancies, during the first semester , shall be filled with a GrossE Pointe employee. The district shall actively recruit for all vacant positions and may use temporary substitute employees, but only as long as the district continues to seek to fill said vacancy.
44	8.17	All supervisors are to give a summary report to the Department of Human Resources December 31 and June 30 annually, detailing any accumulated extra time which has not been repaid;
45	8.24	The Association shall represent probationary employees for the purpose of collective bargaining, and administering the Agreement. However, during the probationary period the Board shall have sole discretion in matters of discharge and discipline of such employees which action shall not be subject to review through the grievance procedures except as provided in Paragraph 8.24 .
46	8.26	No employee who has completed probation shall be disciplined without reasonable and just cause.
47	8.27	The three FOUR levels of disciplinary action,
48	NEW, 8.28	VERBAL, WHICH MAY BE MEMORIALIZED IN WRITING.
49	8.41	If such probationary employee has successfully completed her sixty-day trial period, she may appeal such discharge through the grievance procedure up to Level Three. However, the decision of the Deputy Superintendent of Human Resources or designee shall be final.
50	8.45	INCORRECT REFERENCES Paragraph 8.23 Paragraph 8.27

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51	8.46	Effective with the 2018-19 school year, e Employees- will be compensated \$50 75 per day for each Individual Roll Bank day remaining in their bank upon resignation for the purposes of retirement. (The final year of the employee's service in the district will be added to the final Individual Roll Bank calculation for the purposes of this payout.) This payout will be made into a 403(b) for the employee
52	9.3	Seniority shall be earned during employment in any of the salary classifications set forth in Appendix A hereto (Salary Schedule). Subject to the following conditions:
53	9.8	The parties shall meet no later than October 31st or prior to any "bumping" to review, and change any discrepancies to the seniority list.
54	Above 9.16	LAYOFF NOTICE OF REDUCTION OF STAFF LAYOFF NOTICE AND PROCESS
55	Above 9.17	PROCESS OF STAFF REDUCTION
56	10.0	The district will place new hires at Step 1 unless the candidate has documented experience working in another district or similar industry; in this situation, the district may offer a step closest to the candidate's current hourly wage, BUT AT NO TIME CAN A NEW HIRE BE PLACED HIGHER THAN STEP 4 and shall notify CONSULT the union president, prior to making an offer to the candidate. Reclassify "12-month D" to a new classification "E" and move current "E" to "F".
57	10.6	An employee who is upgraded to a higher classification will remain on the same step she was on in her former classification. (Example: Classification A, Step 5 to Classification B, Step 5). The foregoing shall not apply to employees demoted for just and reasonable cause. The Board may make individual adjustments over the above guarantee as to the salary step of any employee transferred to another classification.
58	10.7	The classification of a new job or the reclassification of an existing position which has undergone significant change is the responsibility of the Board. WILL BE DONE IN MUTUAL CONSULTATION OF THE PARTIES.
59	10.14	Employees who have taken COMPLETED job related courses since July 1, 1988 will be paid additional compensation in accordance with the schedule set forth below. The courses must have been taken outside of working hours.
60	10.15	Full time salaried employees (those employees who work full time for nine or more months per year) are eligible for all of the fringe benefits provided by the Board, provided the employee meets the conditions set forth in Paragraphs 10.16-10.18 (long service increments), 7.17-7.18 (sick leave), 10.36-10.41 (paid holidays), 10.22-10.35 (vacations) and Appendix B (insurance benefits).
61	10.17	An employee shall qualify for long service increments by serving seven (7) years and the top of the salary schedule and no current employee receiving longevity shall be held harmless with the Board as a salaried (full or part time) employee in any bargaining unit.

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62	10.25	CORRECT TYPO 20 DAYS
63	10.26	Employees hired on or after July 1, 1977 , for less than 12 months work will receive a vacation allowance in accordance with Paragraph 10.34. When an employee moves to a 12 month position her vacation allowance will be calculated from her original date of hire.
64	10.35	INCORRECT REFERENCES Paragraph 10.22 Paragraph 10.19
65	10.37	UPDATE ACTUAL DATES
66	12.3	In 1977 the State Legislature shifted the 5% retirement contribution paid by employees to the Board. In the event the Legislature shifts the 5% retirement contribution, or any part thereof, back to employees, the Board will, upon the effective date of such shift, increase the salaries of employees by the same percent of the retirement contribution that is shifted back to the employees, but not to exceed the 5% which was shifted to the Board in 1977.
67	13.0	This Agreement and all of its provisions (subject to any provisions hereof which are expressly stated to become effective at a later date) shall be effective July 1, 2024 2026 . Notwithstanding the foregoing, however, this Agreement shall not become effective unless and until it is:
68	13.1	Ratified by a majority of the Association present and voting at a meeting duly called for such purpose and provided that at least one-half (1/2) of the membership of the Association is present;
69	13.3	This Agreement shall continue in full force and effect to and including June 30, 2025 2030 , and thereafter for successive one (1) year periods, unless notice of termination is given in writing by either party to the other, not less than three (3) months nor more than six (6) months prior to June 30, 2026 2030 or successive anniversaries of such date; and upon giving of such notice, this Agreement shall terminate as of June 30, 2026 2030 , or a successive anniversary of such date, as the case may be.
70	Signature Page	IN WITNESS WHEREOF, the parties have executed the attached Agreement by their duly authorized representatives on August 16, 2024 JUNE 23, 2026 . Update Names, Titles and Correct Spellings
71	Appendix B Incorporate LOU Changes	UPDATE

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72	C.2	Newly hired employees are eligible to participate in the SHORT TERM DISABILITY , life, health, dental, and vision portions of the flexible benefits plan as of the first day of the month following completion of 60 days of service.
73	C.4	Beginning with the 2024-2025 open enrollment (or a qualifying event in 2023-2024) Full-time employees whose status is full family or two-person and who choose to waive any health care coverage participation will receive \$1,100 per year for doing so (in cash or annuity from the district's approved annuity list). Employees whose family status is single and who choose to waive any health care coverage participation will receive \$550 per year for doing so. The stipend paid for waiving health care coverage participation will be prorated for employees who are not employed for the full school year, and for employees working less than full-time.
74	C.6.A	INCORRECT REFERENCE Paragraph 7.29
75	C.15	Employees may choose to waive any medical plan participation. There is no stipend for opting out of the medical plan.
76	Appendix C	SHOULD THE DISTRICT CHANGE HEALTH CARE PLANS THE GPEA WOULD BE AFFORDED THE OPPORTUNITY TO DO SO
77	C.22	The Board, by payment of the premium payments required to provide the coverages set forth in this Appendix D shall be relieved from all liability with respect to the benefits provided by the insurance coverages as above described. The failure of an insurance company to provide any of the benefits for which it has contracted, for any reason, shall not result in any liability to the Board or the Association nor shall such failure be considered a breach by either of them of any obligation under this Appendix D.
78	10.17	.35 .50 .65 .80 .75 .90 1.10 1.25
79	10.37	FOURTEEN (14) HOLIDAYS Good Friday ** Spring Break (First 2 Days) IT IS UNDERSTOOD THAT IF SCHOOL IS IN SESSION WHEN A HOLIDAY IS TO BE OBSERVED, THE BOARD MAY ARRANGE FOR SUCH HOLIDAY TO BE OBSERVED ON ANOTHER DAY. REMOVE ACTUAL DATES

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APPENDIX A

Classification A

Step	2025-2026	3%	2026-2027	3%	2027-2028	3%	2028-2029	3%	2028-2029
1	\$ 15.60		\$ 16.07		\$ 16.55		\$ 17.05		\$ 17.56
2	\$ 15.90		\$ 16.38		\$ 16.87		\$ 17.37		\$ 17.90
3	\$ 16.68		\$ 17.18		\$ 17.70		\$ 18.23		\$ 18.77
4	\$ 17.47		\$ 17.99		\$ 18.53		\$ 19.09		\$ 19.66
5	\$ 18.28		\$ 18.83		\$ 19.39		\$ 19.98		\$ 20.57
6	\$ 20.08		\$ 20.68		\$ 21.30		\$ 21.94		\$ 22.60
7	\$ 20.48		\$ 21.09		\$ 21.73		\$ 22.38		\$ 23.05

Classification B

Step	2025-2026	2026-2027	2027-2028	2028-2029	2028-2029
1	\$ 16.17	\$ 16.66	\$ 17.15	\$ 17.67	\$ 18.20
2	\$ 17.00	\$ 17.51	\$ 18.04	\$ 18.58	\$ 19.13
3	\$ 17.80	\$ 18.33	\$ 18.88	\$ 19.45	\$ 20.03
4	\$ 18.67	\$ 19.23	\$ 19.81	\$ 20.40	\$ 21.01
5	\$ 19.47	\$ 20.05	\$ 20.66	\$ 21.28	\$ 21.91
6	\$ 21.38	\$ 22.02	\$ 22.68	\$ 23.36	\$ 24.06
7	\$ 21.81	\$ 22.46	\$ 23.14	\$ 23.83	\$ 24.55

Classification C

Step	2025-2026	2026-2027	2027-2028	2028-2029	2028-2029
1	\$ 17.53	\$ 18.06	\$ 18.60	\$ 19.16	\$ 19.73
2	\$ 18.32	\$ 18.87	\$ 19.44	\$ 20.02	\$ 20.62
3	\$ 19.17	\$ 19.75	\$ 20.34	\$ 20.95	\$ 21.58
4	\$ 20.08	\$ 20.68	\$ 21.30	\$ 21.94	\$ 22.60
5	\$ 20.87	\$ 21.50	\$ 22.14	\$ 22.81	\$ 23.49
6	\$ 22.95	\$ 23.64	\$ 24.35	\$ 25.08	\$ 25.83
7	\$ 23.40	\$ 24.10	\$ 24.83	\$ 25.57	\$ 26.34

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Classification D

Step	2025-2026	2026-2027	2027-2028	2028-2029	2028-2029
1	\$ 18.21	\$ 18.76	\$ 19.32	\$ 19.90	\$ 20.50
2	\$ 19.07	\$ 19.64	\$ 20.23	\$ 20.84	\$ 21.46
3	\$ 19.99	\$ 20.59	\$ 21.21	\$ 21.84	\$ 22.50
4	\$ 20.86	\$ 21.49	\$ 22.13	\$ 22.79	\$ 23.48
5	\$ 21.75	\$ 22.40	\$ 23.07	\$ 23.77	\$ 24.48
6	\$ 23.81	\$ 24.52	\$ 25.26	\$ 26.02	\$ 26.80
7	\$ 24.29	\$ 25.02	\$ 25.77	\$ 26.54	\$ 27.34

**Classification E
(D+)**

Step	2025-2026	2026-2027	2027-2028	2028-2029	2028-2029
1	\$ 18.57	\$ 19.13	\$ 19.70	\$ 20.29	\$ 20.90
2	\$ 19.45	\$ 20.03	\$ 20.63	\$ 21.25	\$ 21.89
3	\$ 20.35	\$ 20.96	\$ 21.59	\$ 22.24	\$ 22.90
4	\$ 21.23	\$ 21.87	\$ 22.52	\$ 23.20	\$ 23.89
5	\$ 22.09	\$ 22.75	\$ 23.44	\$ 24.14	\$ 24.86
6	\$ 24.24	\$ 24.97	\$ 25.72	\$ 26.49	\$ 27.28
7	\$ 24.97	\$ 25.72	\$ 26.49	\$ 27.29	\$ 28.10

Classification F

Step	2025-2026	2026-2027	2027-2028	2028-2029	2028-2029
1	\$ 18.94	\$ 19.51	\$ 20.09	\$ 20.70	\$ 21.32
2	\$ 19.84	\$ 20.44	\$ 21.05	\$ 21.68	\$ 22.33
3	\$ 20.72	\$ 21.34	\$ 21.98	\$ 22.64	\$ 23.32
4	\$ 21.59	\$ 22.24	\$ 22.90	\$ 23.59	\$ 24.30
5	\$ 22.43	\$ 23.10	\$ 23.80	\$ 24.51	\$ 25.25
6	\$ 24.68	\$ 25.42	\$ 26.18	\$ 26.97	\$ 27.78
7	\$ 25.17	\$ 25.93	\$ 26.70	\$ 27.50	\$ 28.33

For the district
Moussa Hamka

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LETTER OF AGREEMENT
between
Grosse Pointe Public Schools (district)
and the

The Grosse Pointe Association of Educational Office Personnel/MEA

Whereas, the parties entered into a Tentative Agreement on June 12, 2026

Whereas, the Tentative Agreement is for the contract term from July 1, 2026 – June 30, 2030

Now therefore, through the negotiation process, the parties have mutually agreed to the following:

- To form a committee made up of up to five (5) representatives from Administration and up to five (5) representatives from both Association
- The task of this committee is to research, review practices, and recommend to both parties for consideration the incorporation of long standing "Letter of Understanding for Non-12 month employees: Work year pilot" which has been in place since the 2013-2014 school year.
- The committee will focus on employees work calendar, number of work days, and hours per day.
- The committee will make a recommendation no later than May 1, 2027.

By entering into this Agreement, neither the Board nor Association waive any other rights or protections respectively afforded to them by the terms of the CBA, except as otherwise specifically waived, modified, or relinquished.

To the extent that this Agreement conflicts with the parties' current Collective Bargaining Agreement(s), this Agreement shall control to the extent of such conflict

For the district:

For the association(s):


Moussa Hamka, Assistant Superintendent

6/17/26

Date


Teresa Bennett, President
The Grosse Pointe Association of Educational Office
Personnel/MEA

6/17/26

Date

LETTER OF AGREEMENT
between
Grosse Pointe Public Schools (district)
and the

The Grosse Pointe Association of Educational Office Personnel/MEA

Whereas, the parties entered into a Tentative Agreement on June 12, 2026

Whereas, the Tentative Agreement is for the contract term from July 1, 2026 – June 30, 2030

Now therefore, through the negotiation process, the parties have mutually agreed to the following:

- To form a committee made up of up to five (5) representatives from Administration and up to five (5) representatives from both Association
- The task of this committee is to research, review practices, and recommend to both parties for consideration the restoration and implementation of Compensatory Time while remaining in compliance with Federal and Michigan Wage and Hour rules, regulations and laws.
- The committee will make a recommendation no later than May 1, 2027.

By entering into this Agreement, neither the Board nor Association waive any other rights or protections respectively afforded to them by the terms of the CBA, except as otherwise specifically waived, modified, or relinquished.

To the extent that this Agreement conflicts with the parties' current Collective Bargaining Agreement(s), this Agreement shall control to the extent of such conflict

For the district:



Moussa Hamka, Assistant Superintendent

6/17/26

Date

For the association(s):



Teresa Bennett, President

The Grosse Pointe Association of Educational Office
Personnel/MEA

6/17/26

Date