



TENATIVE AGREEMENT
between the
Grosse Pointe Educational Plant 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)
2	Front Cover MASTER AGREEMENT 2024-2026 2026-2030
3	Table of Contents 2024-2026 2026-2030
4	Preamble THIS AGREEMENT entered into as of the, 21st 23 rd day of August 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 PLANT ASSOCIATION, MEA, hereinafter called "the ASSOCIATION".
5	1.1 WHEREAS, following extensive negotiations, certain understandings have been reached between representatives of the Board and the Association concerning such matters for the years 2023-2024 2026-2030 .
6	2.0 The Board recognizes the Association as the sole and exclusive bargaining representative for all full time Plant employees and those part time employees regularly scheduled to work four (4) or more hours per day, Plant personnel identified in Appendix A hereto, (but excluding the High School Plant Manager at each of the Board's high schools, the Warehouse Supervisor and all other supervisors and administrators as defined by law, and all temporary, substitute, and part time employees regularly assigned to work less than four (4) hours per day), 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 the Agreement. All such employees of the Board covered by this Agreement are hereinafter referred to as "employees"
7	NEW, 7.29 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 DESCRIPTIONS, DUTIES AND RESPONSIBILITIES WHEN EITHER PARTY FEEL THAT SUCH CHANGES ARE NECESSARY.
8	5.3 The Board agrees to continue to make voluntary payroll deductions, upon written authorization therefore, from the salaries of employees for the following: Tax Sheltered Annuities, Hospitalization insurance rider premiums, U.S. Savings Bonds purchases, the Michigan First Credit Union and United Foundation pledges; 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.

Tentatively Agreed
June 17, 2026:

For the district
Moussa Hamka

For the association
Andrew Praedel



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9	6.11	The provisions of any insurance contracts and/or policies provided pursuant to Paragraphs C1-29 B.1-30 of this Agreement.
10	6.12	Prior to invoking the grievance procedure at Level One, an employee who has a complaint will discuss the matter first with his THEIR immediate supervisor when appropriate.
11	6.13	If a complaint is not satisfactorily resolved at the informal conference the aggrieved party may file a written grievance. Such grievance shall be filed with the appropriate administrator within five (5) duty days after the matter was discussed with such administrator. Within five (5) duty days of the receipt of the written grievance, such administrator shall state his decision in writing concerning the grievance, together with the supporting reasons therefore , and furnish one copy to the aggrieved person and two copies to the Association.
12	6.19	REFERENCE ARE NOT CORRECT Paragraphs 6.24-6.29
13	7.0	Employees shall be expected to exercise reasonable care with respect to the safety of pupils and property of pupils and the Board, but shall not be responsible for loss or damage to any such property when such loss or damage is not the fault of the employee. The Board shall provide comprehensive liability insurance protection under the liability policy now carried by the Board for all employees in its employ, with limits of \$500,000 for a single injury, \$1,000,000 for single occurrence, and \$100,000 for the property of third parties, against damages arising out of the negligence of any employee while acting within the scope of his duties as such, subject to the exclusions contained in such policy. The Board shall continue to provide Workers' Compensation for all employees in the manner required by the laws of Michigan. (MOVE TO APPROPRIATE ARTICLE)
14	7.19	An employee receiving a promotion shall receive a twenty (20) working day trial period in the job classification. During the period he/she may be removed by the Board for unsatisfactory performance of the work of the new classification, which decision shall be appealable through all steps of the grievance procedure, or may, at his option, return to his/ HER former classification. In either event, within such twenty (20) day period, his/ HER return to his former classification is guaranteed. However, a return to the building and/or shift previously worked by him is not guaranteed.
15	7.21	REFERENCE IS NOT CORRECT Paragraph 12.16
16	7.22	When a vacancy occurs in a school building or department by reason of long term illness LEAVE (NOT WORKERS COMPENSATION OR FMLA) of an employee, it shall normally be filled on a permanent TEMPORARY basis (by an employee who is or a new hire who shall become a member of the Association) IF APPLICABLE , after 120 consecutive working days; providing , this period may be extended by mutual agreement of the Association and the Board.

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17	7.24	Any employee may be transferred or reassigned by the Board where, in its judgment, the best interests of the School District are served thereby. The Board agrees it will not act arbitrarily or capriciously in making such decisions. Moreover, the DISTRICT WILL CONSULT WITH THE Association PRIOR TO THE TRANSFER OR REASSIGNMENT. will be informed of such decisions within a reasonable time.
18	7.37	The Board shall grant a short-term leave of absence when an employee is ordered to report for reserve or national guard duty at a time which conflicts with his job responsibilities provided the Board is unable to have the employee excused from such duty at that time. The employee shall provide the Human Resources Office with a copy of his orders upon receipt of the same. Such leave shall not exceed ten (10) days per school year. An employee shall be granted a lifetime cumulative total of up to ten (10) days with pay for the above described duty. It is not the intent of this provision to cover the annual encampment or cruise normally required of reservists or national guard personnel.
19	7.40	UPON THE 10TH DAY , Short leave application forms as furnished by the Board are to be completed for all such leaves (except unplanned leaves for personal illness) prior to the leave. When this is not possible due to unusual circumstances, the application shall be completed and processed at the earliest reasonable date.
20	7.45 7.53 7.58 7.68 7.69	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 EMPLOYER 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.
21	7.48	Leave benefits shall be reduced by benefits payable to the employee under the Michigan Workers' Compensation Act, for such period of illness (excepting payments under such laws specifically for hospital or medical expense, or for specific allowances for loss of members or disfigurements.) Any lump sum settlement in redemption of liability under such laws shall result in the reduction of leave benefits in amounts equal to the workers' compensation benefits the employee would have been entitled to had there been no lump sum redemption, but not to exceed in total the amount of the settlement.
22	7.49	Sick leave benefits shall also be reduced by benefits payable to the employee under any private disability/indemnity plan. The purpose of this provision is to limit sick leave benefits and outside (private) benefits, when combined, to an aggregate of 100% of the employee's regular wage.
23	7.50	The Board has purchased an insurance contract providing Long Term Disability Insurance for all eligible employees who have completed one year of service. The plan is defined in Appendix D B of this agreement. Leave benefits shall terminate on the first day an employee becomes eligible for short term disability compensation or long term disability compensation. See Vacation Day Usage language below as an exception to short term disability eligibility date. Leave benefits shall terminate on the date the employee exhausts his leave bank accumulation

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24	7.57	An employee shall keep his/her building administrator reasonably advised of his/her whereabouts while on leave. AN EMPLOYEE SHALL KEEP HUMAN RESOURCES APPRISED OF THEIR EMPLOYMENT STATUS WITH ANY OTHER EMPLOYER WITH THE SAME OR SIMILAR PHYSICAL REQUIREMENTS OF THEIR POSITION.
25	7.58	AFTER THE THIRD CONSECUTIVE DAY OF ABSENCE , An employee may be required at the time of his absence to furnish information and physician's or chiropractor's certificates concerning his absence as the Board may require.
26	7.64	Leave with pay, NOT CHARGED TO THE EMPLOYEES BANK , for up to five (5) duty days because of death in the immediate family...
27	7.66	Leave with pay, NOT CHARGED TO THE EMPLOYEES BANK for one day will be allowed for the death of an aunt, uncle, first cousin, niece, nephew, brother-in-law, sister-in-law, SPOUSE'S GRANDMOTHER, AND SPOUSE'S GRANDFATHER.
28	7.68	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.
29	7.71	REDUNDANT TO 7.65/7.66 Leave to attend the funeral of a non-immediate family member. For the purposes of this category immediate family member is defined as parent, grandparents, siblings, child, grandchild, spouse and step-parents of either the employee or their spouse.
30	7.72	For the purpose of using leave time, members of the GPPA are categorized as being in one of the following categories: Non-Vested—Non-Vested GPPA members are who have not been with GPPSS for four full years. Vested—Vested GPPA members who have been with GPPSS for four full years or more. VESTED MEMBERS OF THE GPPA ONLY

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31	7.74	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.
32	7.75	Employees may use their Individual Roll Bank days for absences that exceed their provided number of Individual Leave Bank days 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 RETURN TO DUTY AND ADDITIONAL DAYS ARE REQUIRED FOR THE SAME DIGAGONOTIC CODE (ILLNESS). ELIGIBLE EMPLOYEES ON LEAVE SHALL BE PAID FOR REGULARLY SCHEDULED DUTY DAYS DURING WHICH THEY ARE ABSENT FROM WORK BY REASON OF ILLNESS OR DISABILITY. PAY FOR USE OF INDIVIDUAL ROLL BANK TIME, AFTER 29 WORKING DAYS WILL BE PAID AT 75% OF THE HOURLY RATE. WHEN AN EMPLOYEE IS ON ANY APPROVED LEAVE, THEY MUST REMAIN IN A PAID STATUS UTILIZING ALL AVAILABLE DAYS, INCLUDING ROLL BANK DAYS, UNTIL THEY ARE PLACED IN AN UNPAID STATUS.
33	7.76	PREVIOUSLY BARGAINED OUT? Number of days remaining in the employee's Individual Bank from the previous year divided by 3. All amounts less than .5 will be rounded down to the next whole number.
34	7.77	<u>SHORT TERM DISABILITY PLAN FOR VESTED EMPLOYEES</u> 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 AS DETERMINED BY THE POLICY CARRIER. 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.
35	7.78	EMPLOYEES MUST APPLY FOR STD AND Employees may receive compensation from the Short Term Disability plan starting with their 25 th day of absence of the school year through a maximum of their 90 th duty day of absence.
36	7.80 EXAMPLE	Betty uses her Individual Roll Bank days (receiving 75% pay). 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% pay. For absences 30 – 45 Betty is compensated via the 3rd party UPDATE ENTIRE EXAMPLE

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37	7.84	The Employee shall be eligible for Board Paid insurance coverage (health, dental and vision) while using Individual Leave Bank days, Individual Roll Bank days or Short Term Disability coverage. The Employee will be responsible for paying the employee portion (described in sections GB.22 and GB.24).
38	7.85	Employees absent from work for an absence eligible for Worker's Compensation payments will receive their full pay (salary and longevity) through qualifying for LTD . 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.
39	7.86	NON-VESTED EMPLOYEES While in the first four years of employment in GPPSS Employees 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 AT THEIR OWN EXPENSE, AND WHEN THE EMPLOYEE IS VESTED THE DISTRICT SHALL ASSUME THE COST. Election of this program must be made upon employment with the district and must be continued through all four years of non-vested status.
40	7.87	After 4 full years of employment an Employee shall be considered vested for personal leave.
41	7.88	The Board will grant up to twelve (12) weeks of family and medical leave during any twelve (12) month period to eligible employees in accordance with the Family Medical Leave Act of 1993 (FMLA). All requests for such leave will be made to the Assistant Superintendent of Human Resources . When the need is foreseeable, notice will be given thirty (30) days before the start of the FMLA leave. If it is not possible for the employee to give thirty (30) days' notice, the employee must give as much notice as is practicable. Proper certification of the reason for the leave must be provided. An employee may be required to use all available paid leave time (i.e., sick leave, personal leave, and/or vacation leave) for all or part of the duration of the leave, with any balance of time being without pay. At the end of the FMLA leave, the employee will be returned to his/HER position held prior to the leave or to an equivalent position with equivalent pay, benefits, and other terms and conditions of employment BASED ON DOCUMENTED MEDICAL PROVIDER RESTRICTIONS.
42	7.90	Female Employees MAY USE UP TO who are in the process of permanently, legally adopting a child may use SIXITY (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 employees may not use the Short Term Disability program for this purpose.
43	7.91	Female Employees MAY USE UP TO who are in the process of permanently, legally adopting a child may use SIXITY (60) DAYS FROM THEIR available Individual Leave Bank Days and Roll Bank Days for the purpose of legally adopting a new child, IN ACCORDANCE WITH FMLA employees may not use the Short Term Disability program for this purpose.
44	7.92	Male Employees may use Individual Leave Bank days for the process of permanently, legally adopting a child.

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55	8.46	(a) If a particular building is closed due to lost power, etc., the Board shall have the right to reassign employees as subs for extra help in other buildings; (b) If the district designates a forgiven day, employees are still required to work their regularly scheduled shift AND WILL BE COMPENSTATED FOUR (4) ADDITIONAL HOURS AT TIME AND ONE HALF FOR THOSE EMPLOYEES WHO REPORT. The district understands that start times may have to be adjusted, given driving conditions and safety considerations, but the employee is still required to complete the regular number of work hours on a snow days FORGIVEN DAYS. Custodians may use vacation time or personal leave bank (personal business) time for snow days FORGIVEN DAYS.
56	9.12	The board, on demand, may require a screening for alcohol or drugs if reasonable suspicion exists that Paragraph 9.9 9.8 has been violated. Any order to undergo drug/alcohol testing must be authorized by the Human Resources Department or a Central Office Administrator.
57	10.1	The district will place new hires at Step 1 unless the candidate has documented experience working with general or special education students in another district or similar industry; in this situation, the district may offer a step closest to the candidate's current hourly wage and shall notify CONSULT the union president, prior to making an offer to the candidate, BUT AT NO TIME CAN A NEW HIRE BE PLACED HIGHER THAN STEP 4.
58	10.2	The parties will bargain annually for compensation. Compensation shall include anything in the collective bargaining agreement that affects the employee earnings. Insurance shall not be considered part of the wage reopener.
59	10.3	Each employee eligible for a step in 2024-2026 will receive that step.
60	10.4	Update heading 2024-2026 2026-2030
61	10.4	.30 .45 .45 .60 .60 .75 .80 .95
62	10.15	All employees who have not reached the maximum wage or hourly rate step of their classification shall be entitled to advance to the next higher step in classification at the beginning of each school year subject to Paragraph 10.1 10.0.
63	10.23	Employees will be compensated \$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.
64	11.0	Full time plant employees regularly scheduled to work eight (8) hours per day are eligible for fringe benefits, unless limited by other paragraphs of this Agreement, provided they meet the conditions and requirements for such benefits. The benefits provided are long service increments (Paragraph 10.5), leave of absence (7.41 – 7.109), paid holidays (11.18 – 11.24), vacations (11.8 – 11.17), and insurance benefits as described in (Paragraph C.1-C.29).

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45	7.93	Employees continue to have their rights under the FMLA for adoption purposes
46	7.97	... 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
47	7.98	When the employee's physician certifies that the disability has ended the employee shall immediately return to her duties
48	8.22	Employees required to work on any of the paid holidays listed in Paragraph 11.18 hereof shall receive double their regular hourly rate for all hours worked in addition to full holiday pay subject to the provisions of Paragraph 11.24 11.14.
49	8.30	It is understood that weekend building checks, as referred to in Paragraph 8.38 , are normally for the purpose of checking the building's security, HVAC systems, swimming pools, and other building equipment. The time required for a building check will be determined by the condition of the building and the time to thoroughly check building security (windows and doors), all important mechanical systems, the HVAC systems and swimming pools.
50	8.31	The hours of work, shifts, location of work (including split assignments) and job responsibilities (within their job classification) of part time employees within the bargaining unit shall be determined by the Board and such determinations shall not be subject to appeal through the grievance procedure. When deemed necessary, the Board may permanently reduce a full time employee's daily hours of work to not less than four (4), but shall do so within a classification on an involuntary basis only by reducing the hours of the then lowest seniority employee(s) in that classification.
51	8.32	For this purpose a regular part time employee is within the jurisdiction of this Agreement and the Association only if he/she is regularly assigned four (4) or more hours of work per day.
52	8.33	Fringe benefits and eligibility therefore for regular part time employees are described in Paragraph 11.2 11.0 hereof.
53	8.40	The Association shall represent probationary employees for the purpose of administering this 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 9.19 9.18.
54	8.44	There is specifically reserved to the Board the right to subcontract any maintenance, repair or custodial work to outside firms in the manner such subcontracting has been carried on in the past. Employees WILL NOT BE laid off because of subcontracting may apply for other jobs in the unit. When positions applied for become open they will be given consideration before the employment of new hires if the Board determines they are qualified and have the ability to perform the job. There is specifically reserved to the Board the right to subcontract the laundry service. The Board agrees that no plant employee will be laid off or reduced as a result of such subcontracting and that the laundry operator will not suffer a loss in pay as a result of the elimination of that position.

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76	13.5	The parties shall meet no later than October 31, 2023 or prior to any "bumping" to review, and change any discrepancies to the seniority list.
77	13.11	Employees will lose all seniority after thirty-six (36) months' absence due to illness or disability (BUT NOT WORKERS COMPENSATION) . An employee who is absent for twelve (12) months shall not be guaranteed a position in his original job classification. Long term disability benefits will continue according to Paragraph CB.5 .
78	18.0	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 – June 30, 2026 2030 . Notwithstanding the foregoing, however, this Agreement shall not become effective unless and until it is:
79	18.2	This Agreement shall continue in full force and effect to and including June 30, 2026 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 or more than six (6) months prior to 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.
80	Signature Page	August 16, 2024. TBD UPDATE NAMES/POSITIONS/TITLES
81	B.3.	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. SHOULD THE DISTRICT CHANGE HEALTH CARE PLANS THE GPP WOULD BE AFFORDED THE OPPORTUNITY TO DO SO.
82	B.28	The Board, by payment of the premium payments required to provide the coverages set forth in this Appendix D B 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 B .

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65	11.1	Regular part time plant employees scheduled to work four (4) hours or more per day shall be eligible for long service increments, compensable leave, paid holidays and vacations on a prorated basis, the proportion that their regularly scheduled hours of work per day bear to eight (8) hours, provided they meet the conditions and requirement for such benefits. They shall also be eligible for insurance benefits as described in (Paragraph C.1-C.29) on a pro-rated basis.
66	11.9	Eligible (as defined in Paragraph 11.2 11.0) plant employees working regularly on a part time basis and regularly scheduled to work four (4) or more hours per day shall be allowed vacations with pay in accordance with the appropriate schedule. The vacation allowance will correspond in amount to the proportion that their regular daily assigned hours of work bears to eight (8).
67	11.11	CONSISTENT WITH 11.7 Upon resignation or other termination of service, an employee shall receive compensation, up to a maximum of 40 60 days, for the vacation time earned up to the date of termination.
68	11.13	If an employee, while on vacation, is confined to a hospital overnight because of illness or injury, such day(s) spent in the hospital shall not be counted as vacation day(s). Moreover, a death in the immediate family which occurs while an employee is on vacation will not be charged to his vacation allowance to the extent provided in Paragraphs 7.75-7.77 7.64-7.66 .
69	11.14	UPDATE DATES
70	11.15	In order to receive holiday pay, an employee must work the last scheduled work day before and the first scheduled work day after the holiday, unless the employee is personally ill and has a physician's certificate or is scheduled for vacation or personal leave on the day in question.
71	11.21	The Board will provide eligible employees the insurance benefits set forth in Appendix D B of this agreement.
72	12.1	The Board shall consult with the Association, prior to finalizing any plan resulting in the reduction of staff in the bargaining unit, concerning the necessity for such action. Procedures for identification of employees whose employment and/or job assignments will be affected by such action will be discussed with the Association before any action is taken. A determination by the Board of the necessity to reduce staff shall be grievable through step two (Paragraph 6.18 6.14) of the Grievance Procedure to the Deputy Superintendent of Human Resources or designee, whose decision shall be final and not subject to further appeal to step three (Paragraph 6.19 6.15). An employee or the Association, however, may have use of the entire grievance procedure to appeal an alleged procedural violation or misapplication of seniority by the Board under this Article 12.
73	12.3	Vacancies developing in the normal course of events shall not be filled by newly hired employees, if there are currently in the employ BARGAINING UNIT MEMBERS of the Board individuals who are qualified to perform the available work and whose jobs have been identified as subject to elimination.
74	12.11	Where services of an employee are to be discontinued or reduced at a time other than the end of the school year, the Board will provide such employee notice as provided in Paragraph 8.51 hereof.
75	13.2	A regular assignment of a part time employee of four (4) hours or more of service per day shall provide full seniority credit for a year of service. Temporary or substitute employees, and p Part time employees regularly assigned less than four (4) hours of work per day, shall not earn seniority during any period of such service.

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83	11.0-11.3	11.0 The following twelve (12) FOURTEEN (14) days each year are recognized as paid holidays for those employees in whose work year they fall: 11.1 HOLIDAY Juneteenth Independence Day Labor Day Thanksgiving (2 days) Christmas (2 days) New Year (2 days) Martin Luther King Jr. ** Mid-Winter Break (1 DAY) Good Friday SPRING BREAK (1 DAY) Memorial Day * According to Paragraph 11.20 11.19 ** Provided school is not in session 11.2 In order to receive holiday pay, an employee must work the last scheduled work day before and the first scheduled work day after the holiday, unless the employee is personally ill and has a physician's certificate or is scheduled for vacation or personal leave on the day in question. 11.3 The Board, at its discretion, may determine that the Mid-Winter Vacation Day, rather than the Monday after Easter, is to be recognized as a paid holiday, provided that it gives notice of such determination by January 1st. Holidays occurring during the employee's vacation shall not be charged against the vacation allowance.
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APPENDIX A

Classification A

		3%	3%	3%	3%
Step	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
1			\$ -	\$ -	\$ -
2	\$ 15.70	\$ 16.17	\$ 16.66	\$ 17.16	\$ 17.67
3	\$ 16.00	\$ 16.48	\$ 16.97	\$ 17.48	\$ 18.01
4	\$ 16.34	\$ 16.83	\$ 17.34	\$ 17.86	\$ 18.39
5	\$ 16.69	\$ 17.19	\$ 17.71	\$ 18.24	\$ 18.78
6	\$ 17.02	\$ 17.53	\$ 18.06	\$ 18.60	\$ 19.16

Classification B

Step	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
1	\$ -	\$ -	\$ -	\$ -	\$ -
2	\$ -	\$ -	\$ -	\$ -	\$ -
3	\$ -	\$ -	\$ -	\$ -	\$ -
4	\$ -	\$ -	\$ -	\$ -	\$ -
5	\$ -	\$ -	\$ -	\$ -	\$ -
6	\$ 20.46	\$ 21.07	\$ 21.71	\$ 22.36	\$ 23.03

Classification C

Step	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
1	\$ 18.14	\$ 18.68	\$ 19.24	\$ 19.82	\$ 20.42
2	\$ 18.87	\$ 19.44	\$ 20.02	\$ 20.62	\$ 21.24
3	\$ 19.62	\$ 20.21	\$ 20.81	\$ 21.44	\$ 22.08
4	\$ 20.40	\$ 21.01	\$ 21.64	\$ 22.29	\$ 22.96
5	\$ 20.90	\$ 21.53	\$ 22.17	\$ 22.84	\$ 23.52
6	\$ 21.31	\$ 21.95	\$ 22.61	\$ 23.29	\$ 23.98

For the district
Moussa Hamka

Tentatively Agreed
 June 17, 2026:

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Andrew Praedel



TENTATIVE AGREEMENT
between the
Grosse Pointe Educational Plant Association
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Grosse Pointe Public School System
June 17, 2026

MEA

Classification D

Step	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
1	\$ 19.00	\$ 19.57	\$ 20.16	\$ 20.76	\$ 21.38
2	\$ 19.76	\$ 20.35	\$ 20.96	\$ 21.59	\$ 22.24
3	\$ 20.55	\$ 21.17	\$ 21.80	\$ 22.46	\$ 23.13
4	\$ 21.37	\$ 22.01	\$ 22.67	\$ 23.35	\$ 24.05
5	\$ 21.89	\$ 22.55	\$ 23.22	\$ 23.92	\$ 24.64
6	\$ 22.32	\$ 22.99	\$ 23.68	\$ 24.39	\$ 25.12

Classification E

Step	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
1	\$ 19.38	\$ 19.96	\$ 20.56	\$ 21.18	\$ 21.81
2	\$ 20.17	\$ 20.78	\$ 21.40	\$ 22.04	\$ 22.70
3	\$ 20.98	\$ 21.61	\$ 22.26	\$ 22.93	\$ 23.61
4	\$ 21.82	\$ 22.47	\$ 23.15	\$ 23.84	\$ 24.56
5	\$ 22.33	\$ 23.00	\$ 23.69	\$ 24.40	\$ 25.13
6	\$ 22.78	\$ 23.46	\$ 24.17	\$ 24.89	\$ 25.64

Classification F

Step	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
1	\$ 20.79	\$ 21.41	\$ 22.06	\$ 22.72	\$ 23.40
2	\$ 21.62	\$ 22.27	\$ 22.94	\$ 23.62	\$ 24.33
3	\$ 22.48	\$ 23.15	\$ 23.85	\$ 24.56	\$ 25.30
4	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55	\$ 26.31
5	\$ 23.94	\$ 24.66	\$ 25.40	\$ 26.16	\$ 26.94
6	\$ 24.42	\$ 25.15	\$ 25.91	\$ 26.68	\$ 27.48

Classification G

Step	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
1	\$ 22.02	\$ 22.68	\$ 23.36	\$ 24.06	\$ 24.78
2	\$ 22.90	\$ 23.59	\$ 24.29	\$ 25.02	\$ 25.77
3	\$ 23.82	\$ 24.53	\$ 25.27	\$ 26.03	\$ 26.81
4	\$ 24.78	\$ 25.52	\$ 26.29	\$ 27.08	\$ 27.89
5	\$ 25.37	\$ 26.13	\$ 26.92	\$ 27.72	\$ 28.55
6	\$ 25.88	\$ 26.66	\$ 27.46	\$ 28.28	\$ 29.13

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MEA

Classification H

Step	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
1	\$ 23.27	\$ 23.97	\$ 24.69	\$ 25.43	\$ 26.19
2	\$ 24.19	\$ 24.92	\$ 25.66	\$ 26.43	\$ 27.23
3	\$ 25.16	\$ 25.91	\$ 26.69	\$ 27.49	\$ 28.32
4	\$ 26.17	\$ 26.96	\$ 27.76	\$ 28.60	\$ 29.45
5	\$ 26.82	\$ 27.62	\$ 28.45	\$ 29.31	\$ 30.19
6	\$ 27.35	\$ 28.17	\$ 29.02	\$ 29.89	\$ 30.78

Classification I

Step	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
1	\$ 24.26	\$ 24.99	\$ 25.74	\$ 26.51	\$ 27.30
2	\$ 25.27	\$ 26.03	\$ 26.81	\$ 27.61	\$ 28.44
3	\$ 26.29	\$ 27.08	\$ 27.89	\$ 28.73	\$ 29.59
4	\$ 27.34	\$ 28.16	\$ 29.01	\$ 29.88	\$ 30.77
5	\$ 28.65	\$ 29.51	\$ 30.39	\$ 31.31	\$ 32.25
6	\$ 29.23	\$ 30.11	\$ 31.01	\$ 31.94	\$ 32.90

Classification J

Step	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
1	\$ 34.96	\$ 36.01	\$ 37.09	\$ 38.20	\$ 39.35
2	\$ 35.68	\$ 36.75	\$ 37.85	\$ 38.99	\$ 40.16
3	\$ 36.42	\$ 37.51	\$ 38.64	\$ 39.80	\$ 40.99
4	\$ 37.15	\$ 38.26	\$ 39.41	\$ 40.59	\$ 41.81
5	\$ 37.70	\$ 38.83	\$ 40.00	\$ 41.20	\$ 42.43
6	\$ 38.65	\$ 39.81	\$ 41.00	\$ 42.23	\$ 43.50

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