



TENTATIVE AGREEMENT
between the
Grosse Pointe Educational Paraprofessional Association
and the
Grosse Pointe Public School System
June 12, 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 23rd 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 PARAPROFESSIONAL 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 2026-2030 .
6 1.6	The Board recognizes the MEA/GPEPA as the bargaining representative for all full-time GENERAL AND SPECIAL EDUCATION instructional paraprofessionals, high-school MIDDLE SCHOOL hall monitors and Ed Tech paraprofessionals, including those in the above classifications who are regularly scheduled to work three (3) or more hours per day , but excluding supervisors and all other employees. If an employee's hours are involuntarily reduced by the Board to less than 3 hours per day, they shall remain members of the Association.
7 NEW 5.6	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.
8 2.4	All Association business conducted by the representative shall be outside the scheduled working day except as otherwise authorized by the building administrator CHIEF PERSONNEL OFFICER . The representative shall perform his/her duties as representative without interference with his/her own job functions or the job functions of other employees.
9 2.7	The Board agrees to make voluntary payroll deductions, upon written authorization, from the salaries of employees for the following: United Foundation, Tax Deferred Annuities, and 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.

For the district
Moussa Hamka

Tentatively Agreed
June 12, 2026:

For the association

Kimberley Manikas



TENTATIVE AGREEMENT
between the
Grosse Pointe Educational Paraprofessional Association
and the
Grosse Pointe Public School System
June 12, 2026

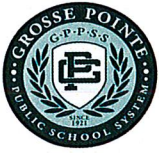
MEA

10	3.3	STEP ONE—In the event the matter is not resolved informally, a written grievance may be filed with the building administrator within five (5) school days after being advised of the decision at the informal stage of this procedure. Within five (5) school days after receiving the grievance, the building administrator shall state his THEIR decision in writing, and shall furnish a copy to the aggrieved party. ADDITIONALLY: REVISE HIS/HER OR THE EMPLOYEE THROUGHOUT CONTRACT
11	3.12	The Board shall not be required to pay back wages of more than ten (10) FIFTEEN (15) working days prior to the date a grievance is filed by invoking the informal conference (Article 3.2).
12	3.13	All claims for back wages shall be limited to the amount of wages that the employee would otherwise have earned, less any unemployment/ UNDEREMPLOYMENT EARNINGS AS APPROVED BY THE UNEMPLOYMENT INSURANCE AGENCY (UIA). or other compensation that he may have received from any source during the period of back pay. Such employee shall have the burden of showing that he was actively seeking employment during such time.
13	3.22	BULLET OR INDENT
14	4.1	GPEPA and GPPSS agree that effective June 30, 2019, all members of GPEPA must meet the NCLB Highly Qualified requirements for paraprofessionals, regardless of their assigned duties as a paraprofessional. To be highly qualified, paraprofessionals must have a high school diploma or recognized equivalent. Additionally, paraprofessionals must have completed at least 2 years of college (60 credit hours), earned an associate's degree, or passed the ACT Work Keys assessment. Any member of the GPEPA that does not meet the Highly Qualified requirement by June 30, 2017, will be terminated by the district. The district will reimburse current members of GPEPA (that is, members who were on the payroll as of September 1, 2013) for the cost of one administration of the ACT Work Keys test. Additionally, the district will provide appropriate resource materials for test review to current members of GPEPA prior to them taking the ACT Work Keys test. The actual time spent studying or reviewing for the ACT Work Keys test and actually taking the test will occur outside of the work day and will not be compensated.
15	4.2	All paraprofessionals beginning employment with GPPSS after September 1, 2013 shall meet the NCLB Highly Qualified EVERY STUDENT SUCCEEDS ACT (ESSA) OF 2015 requirements prior to being hired.
16	4.4	Each employee shall maintain a condition of health sufficient to permit him/her to successfully perform the expressed and implied duties of his/her position. The Board DISTRICT reserves the right to require a health examination of any employee by a doctor designated by the Board at the Board's expense.
17	4.6	Workers Compensation shall be provided as specified by law. In addition, the Board will pay to the employee the difference between the amount paid by Workers Compensation and his/her regular daily rate, and will charge the employee's sick leave accumulation proportionately for a period equivalent to the nearest half day. In no case will Board assistance extend beyond the employee's leave bank limits.
18	4.7	ARTICLE SHOULD BE MOVED TO LTD AFTER 6.2
19	4.8	Each employee, while acting within the scope of his/her official duties and board policy , will be covered by the provisions of the school district's liability insurance policy.

Tentatively Agreed
June 12, 2026:

For the district
Moussa Hamka

For the association **Kimberley Manikas**



TENTATIVE AGREEMENT
between the
Grosse Pointe Educational Paraprofessional Association
and the
Grosse Pointe Public School System
June 12, 2026

MEA

20	5.0	The work year for paraprofessionals shall be all student attendance days, the first teacher day, and all professional development days. It would exclude records days AND conferences, and collaborative planning . The last student day shall be a full workday. Some employees may be required by the appropriate administrator to work on days (or half days) when students are not in attendance. Those employees required to work when students are not in attendance will normally be given notification at least five days in advance of such work week requirements. Hall monitors shall not be assigned to work non-student attendance days unless given advanced notice by the building administrator.
21	5.8	In an emergency situation, a paraprofessional who is a certified teacher may be asked to substitute for a teacher who is absent from school. Accepting substitute assignments will be voluntary. No paraprofessional will be substitute for more than five (5) TEN (10) days in a school year. INCORPORATE LANGUAGE AS APPROPRIATE
22	5.10	Probationary employees shall not be eligible for sick leave and holidays during the first three (3) months of employment. Upon successfully completing the trial period probationary employees will become eligible for sick leave, and holidays.
23	5.26	The District will provide A new employee orientation for all employees new to the bargaining unit within a month of the employee's hire date. This orientation shall take place during the employee's scheduled work day. The orientation will include the District policies, the educational programs in which they shall be employed, and the laws which affect their work environment.
24	5.27	Instructional p Paraprofessionals will be provided appropriate supervised training before performing medical or physical procedures with students who have medical needs, especially those students who are determined to be medically fragile.
25	5.31	No employee will be required to accompany a teacher on a camping trip. If the trip extends beyond the regular hours of the work day, the employee will be paid his/her hourly rate for the additional time. However, no employee will be compensated for more than UP TO A MAXIMUM OF 12 hours PER for any one day.
26	6.2	When an employee becomes eligible for LTD benefits, they shall be considered to be placed on a health leave OF ABSENCE for the remainder of the school year , and their position shall be posted, notwithstanding their 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 leave shall be granted. In no case shall such leaves extend beyond four years in duration.

For the district
Moussa Hamka

Tentatively Agreed
June 12, 2026:

For the association **Kimberley Manikas**

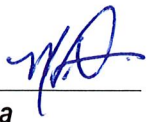


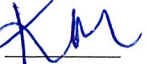
TENATIVE AGREEMENT
between the
Grosse Pointe Educational Paraprofessional Association
and the
Grosse Pointe Public School System
June 12, 2026

MEA

27	6.4	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.
28	As referenced throughout Article 6	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 INAPPROPRIATE 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.
29	6.5	In personal illness cases of an emergency or unanticipated nature, absence will be reported to THE automated attendance line SYSTEM prior to 7:00 a.m. If such notification is after 7:00 a.m., a phone call is required to the employee's building administrator as soon as possible but at least 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 will result in the deduction of a day's pay except in extenuating circumstances. If the unanticipated illness appears that it will continue beyond the initial day, the employee shall notify his/her building administrator AS SOON AS THEY ARE ABLE WITH by 3 p.m. of the first day of absence as to the approximate duration of his/her illness. In cases where necessity for leave can be anticipated, application for such leave shall be made on the prescribed form, available at any school office, and forwarded to the office of the Deputy Superintendent of Human Resources or designee. JH CPO
30	6.6	An employee may be required at the time of his/her absences to furnish information and/or a physician's certificate concerning his/her absence as the Board may require IN ACCORDANCE WITH THE LAW. When an employee is unable to substantiate the necessity of a leave of 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 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.
31	6.7	Eligible employees on leave shall be paid at a daily rate determined by their base salary 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

Tentatively Agreed
June 12, 2026:

For the district 
Moussa Hamka

For the association 
Kimberley Manikas



TENTATIVE AGREEMENT
between the
Grosse Pointe Educational Paraprofessional Association
and the
Grosse Pointe Public School System
June 12, 2026



32	6.9 MOVE FROM 6.9 AND BECOMES NEW 6.41	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) and leave time will be charged on a pro rata basis. 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. Moreover, fringe benefits (including vacation, holidays, insurance benefits, etc.) will not be extended beyond the commencement of long-term disability except health insurance which shall be continued at the employee's cost in accordance with Federal Law.
33	6.13	Absences shall be reported to THE automated attendance line SYSTEM prior to 7:00 A.M. If such notification is after 7:00A.M., a phone call is required to the employee's building administrator as soon as possible but at least 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 his/her building administrator AS SOON AS THEY ARE ABLE WITH by 3 p.m. of the first day of absence as to the approximate duration of his/her illness so that substitute arrangements can be made.
34	6.15	Article VII 7... CHANGE ROMAN NUMBERTALS TO ARABIC NUMERIALS IN THE HEADINGS AND THROUGHOUT THE CONTRACT WHERE PRESENT.
35	6.15	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.
36	6.18	Leave with pay, NOT CHARGED TO THE EMPLOYEES BANK , for up to five (5) duty days because of death in the immediate family, beginning with the first day of absence and ending four (4) duty days later, additional days may be granted at the discretion of the Superintendent or designee, and are not subject to Article 6. Immediate family shall be defined as mother, father, mother-in-law, father-in-law, grandparents, grandchild, sister, brother, spouse, child, daughter-in-law, son-in-law, stepchild, foster child, step parent, or step-grandparents. This same leave will be granted to any employee serving as the legal guardian of a decedent. Leave for the death of an additional household member may be granted by the Deputy Superintendent of Human Resources or designee upon request.
37	6.19	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.

Tentatively Agreed
June 12, 2026:

For the district
Moussa Hamka

For the association
Kimberley Manikas



TENTATIVE AGREEMENT
between the
Grosse Pointe Educational Paraprofessional Association
and the
Grosse Pointe Public School System
June 12, 2026

MEA

38	6.23	6.23 BECOMES 6.20 AND OTHER SUBSEQUENTLY RENUMBERED
39	6.24 6.25 6.26	REMOVE VESTED AND NON-VESTED ELMINATE 6.24-6.26 AND REFERENCES THROUGHOUT THE CONTRACT <u>DEFINITION OF NON-VESTED & VESTED</u> 6.24 For the purpose of using leave time, members of the GPEPA are categorized as being in one of the following categories: 6.25 Non-Vested Non-Vested GPEPA members are who have not been with GPPSS for four full years. 6.26 Vested Vested GPEPA members who have been with GPPSS for four full years or more. ———— Vested Members of the GPEPA Only:
40	6.28	Each vested e S 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 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.
41	6.29	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 RETURNS AND ADDITIONAL DAYS ARE REQUIRED FOR THE SAME DIGAGONOTIC CODE.
42	NEW	WHEN AN EMPLOYEE IS ON ANY APPROVED LEAVE, THEY MUST REMAIN IN A PAID STATUS UTILIZING ALL BANKED, INCLUDING ROLL BANK DAYS, UNTIL THEY ARE PLACED IN AN UNPAID STATUS.
43	6.31.1	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.
44	6.32	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.
45	6.35	For the purpose of computing an employee's daily HOURLY rate X HOURS PER DAY the salary plus any longevity payment will be used.
46	6.36	THE BOX NEEDS TO GO AROUND THE ENTIRE EXAMPLE UPDATE EXAMPLE

For the district
Moussa Hamka

Tentatively Agreed
June 12, 2026:

For the association
Kimberley Manikas



TENTATIVE AGREEMENT
between the
Grosse Pointe Educational Paraprofessional Association
and the
Grosse Pointe Public School System
June 12, 2026

MEA

47	6.39	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 and any 20% surcharge as outlined in B 11.16 .
48	6.40	Employees absent for 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.
49	6.43	Effective with the 2013-14 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.
50	6.46	SHOULD BE THE SAME AS 6.45 ALIGN LANGUAGE FOR FOSTER, ADOPTION, PATERNITY.
51	6.48	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, an employee may elect to purchase access to a Short-Term Disability plan. After 4 full years of employment, an employee shall be considered vested for personal leave.
52	7.3	If two or more employees have earned qualification in a category and have the same length of service, they shall be placed on the seniority list in order of their hire dates. If two or more employees have the same length of service and the same hire date, they shall be placed on the seniority list in order of the dates that their applications for District employment were first received by the Personnel Office HUMAN RESOURCES .
53	7.4	The parties shall meet no later than October 31, 2024 or prior to any "bumping" to review, and change any discrepancies to the seniority list.
54	7.17	During the period of layoff no wages or fringe benefits will be paid nor will seniority or wage increments accrue. However, any laid off employee recalled to a position will retain previously accumulated and credited seniority. Any recognized member of this bargaining group who is laid off at the end of the school year will receive health coverage through August 31st. A recognized bargaining member laid off during the school year will receive on AN additional month of health coverage from the date of layoff.
55	7.18	Laid-off p Probationary employees shall not be recalled to vacant positions BE TERMINATED . However, they may apply for vacancies that occur in their previous category or in other categories.
56	7.20 7.21	CORRECT REFERENCES TO PARAGRAPH 171/170 SHOULD IT BE 7.21 AND 7.20?

For the district
Moussa Hamka

Tentatively Agreed
June 12, 2026:

For the association
Kimberley Manikas



TENATIVE AGREEMENT
between the
Grosse Pointe Educational Paraprofessional Association
and the
Grosse Pointe Public School System
June 12, 2026

MEA

57	8.1	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	8.2	Amount PER HOUR
59	8.5	Employees shall HAVE THE OPTION TO receive their paychecks in EITHER 21 OR 26 installments for regular hours worked. Any hours worked beyond those regularly assigned shall be paid via a time sheet in the manner required by the building administrator.
60	8.7	The Board agrees to make direct deposit of a member's pay check to the bank(s) and account(s) of their choice. Procedures for this process will be established by the business office and be implemented within 60 days of the ratification of this document.
61	8.10 Remove * 8.11	Each employee who has been on step 5 of the wage schedule for one year or more shall be paid for New Year's Eve and the Day after Thanksgiving provided that the employee works the last scheduled work day before and the first scheduled work day after the holiday. Should the first work day occur prior to Labor Day, Labor Day shall be a paid holiday for those employees who have worked the first scheduled work day before and the first scheduled work day after Labor Day. If the GPEA calendar does not provide a day off for students on Martin Luther King, Jr. Day, then the members of GPEPA will not have that day as a paid holiday.
62	8.14	The Board shall provide employees \$200 per year for all completed years of service with the Board when such services are severed per mutual agreement of the parties. Such severance would not be awarded as a result of termination due to a disciplinary action resulting in dismissal per paragraph 80.
63	10.0	This Agreement shall be effective as of July 1, 2024 2026 , and shall continue in full force and effect until June 30, 2026 2030 . If either party desires to terminate, modify or change this Agreement, they shall give the other party written notice to that effect, not less than ninety (90) days prior to June 30, 2026 2030 .
64	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
65	Appendix A	SEE PROPOSAL
66	11.1	Newly hired employees are eligible to participate in the life and health portions of the flexible benefits plan as of the first day of the month following completion of 60 days of service. Dental, vision and LTD eligibility are explained below. APPENDIX B/11.0-11.16 MAY REQUIRE ADDITIONAL UPDATES DUE TO THE REMOVAL OF VESTING

For the district
Moussa Hamka

Tentatively Agreed
June 12, 2026:

For the association

Kimberley Manikas



TENTATIVE AGREEMENT
between the
Grosse Pointe Educational Paraprofessional Association
and the
Grosse Pointe Public School System
June 12, 2026

MEA

67	11.5-7	SHOULD THE DISTRICT CHANGE HEALTH CARE PLANS THE GPEPA WOULD BE AFFORDED THE OPPORTUNITY TO DO SO
68	11.9	Employees will receive a single person dental policy (for self) after 10 months of service.
69	11.10	After the fifth year of service Employees will be enrolled in to the district's primary dental benefit plan, providing an 80% benefit on all covered services up to a \$1,500 annual maximum payment per covered member as well as an 80% orthodontia benefit up to \$1,200 per lifetime per dependent.
70	11.11	After completion of 10 month probationary period, employees will be eligible for a Board paid single dental and vision policy through the Grosse Pointe Public School District. Employees will still retain the right to purchase dual or family dental and vision policies through the Grosse Pointe Public School District.
70	11.16	Employees covered by health insurance benefits will be assessed 20% of the associated cost of the elected plan premium payment in pre-tax dollars deducted over 21 OR 26 pay periods.

For the district
Moussa Hamka

Tentatively Agreed
June 12, 2026:

For the association
Kimberley Manikas



TENATIVE AGREEMENT
between the
Grosse Pointe Educational Paraprofessional Association
and the
Grosse Pointe Public School System
June 12, 2026

MEA

APPENDIX A

Classification A

Step	2025-2026	3% 2026-2027	3% 2027-2028	3% 2028-2029	3% 2029-2030
1	\$ 15.70	\$ 16.17	\$ 16.66	\$ 17.16	\$ 17.67
2	\$ 16.07	\$ 16.55	\$ 17.05	\$ 17.56	\$ 18.09
3	\$ 16.98	\$ 17.49	\$ 18.01	\$ 18.55	\$ 19.11
4	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57	\$ 20.16
5	\$ 18.26	\$ 18.81	\$ 19.37	\$ 19.95	\$ 20.55

Classification C

Step	2025-2026	2026-2027	2027-2028	2028-2029	2028-2029
1	\$ 16.90	\$ 17.41	\$ 17.93	\$ 18.47	\$ 19.02
2	\$ 17.93	\$ 18.47	\$ 19.02	\$ 19.59	\$ 20.18
3	\$ 18.96	\$ 19.53	\$ 20.11	\$ 20.72	\$ 21.34
4	\$ 20.00	\$ 20.60	\$ 21.22	\$ 21.85	\$ 22.51
5	\$ 20.39	\$ 21.00	\$ 21.63	\$ 22.28	\$ 22.95

Classification S

Step	2025-2026	2026-2027	2027-2028	2028-2029	2028-2029
1	\$ 16.90	\$ 18.14	\$ 18.68	\$ 19.24	\$ 19.82
2	\$ 17.93	\$ 19.17	\$ 19.74	\$ 20.33	\$ 20.94
3	\$ 18.96	\$ 20.20	\$ 20.80	\$ 21.43	\$ 22.07
4	\$ 20.00	\$ 21.24	\$ 21.87	\$ 22.53	\$ 23.21
5	\$ 20.39	\$ 21.63	\$ 22.27	\$ 22.94	\$ 23.63

Tentatively Agreed
June 12, 2026:

For the district
Moussa Hamka

For the association
Kimberley Manikas



TENTATIVE AGREEMENT
between the
Grosse Pointe Educational Paraprofessional Association
and the
Grosse Pointe Public School System
June 12, 2026

MEA

ACT 18 – ASD/MOCI

Step	2025-2026	2026-2027	2027-2028	2028-2029	2028-2029
1	\$ 21.90	\$ 22.93	\$ 23.62	\$ 24.33	\$ 25.06
2	\$ 22.93	\$ 23.96	\$ 24.68	\$ 25.42	\$ 26.18
3	\$ 23.96	\$ 24.99	\$ 25.74	\$ 26.51	\$ 27.31
4	\$ 25.00	\$ 26.03	\$ 26.81	\$ 27.62	\$ 28.44
5	\$ 25.39	\$ 26.42	\$ 27.21	\$ 28.03	\$ 28.87

**IF A PARAPROFESSIONAL IS INVOLUNTARILY TRANSFERED FROM ACT 18 – ASD/MOCI, THEY
WILL BE MOVED TO CLASSIFICATION S, STEP 5**

For the district
Moussa Hamka

Tentatively Agreed
June 12, 2026:

For the association
Kimberley Manikas

LETTER OF AGREEMENT
between
Grosse Pointe Public Schools (district)
and the
The Grosse Pointe Educational Paraprofessional Association/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

Whereas, the parties inadvertently did not include the following in signed Tentative Agreement

Now therefore, the parties have mutually agreed to the following increase in Article 8.2

Longevity	Hourly amount
Beginning of 6 th year	\$0.40 \$0.55
Beginning of 10 th year	\$0.65 \$0.70 ^{\$0.80}
Beginning of 15 th year	\$1.15 \$1.30
Beginning of 20 th year	\$1.65 \$1.80
Upon completion of 25 th year	\$2.15 \$2.30

[Handwritten signature and initials]

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):

[Signature] 6/17/26
Moussa Hamka, Assistant Superintendent
Date

[Signature] 6/17/26
Kim Manikas, President
the Grosse Pointe Educational Paraprofessional
Association/MEA
Date