Grosse Pointe Public School System
Teacher Negotiations Statement
August 31, 2026

The Grosse Pointe Public School System is providing an update on the status of negotiations with the Grosse Pointe Education Association. The District and the Association have negotiated for several months, including meeting 19 times, but have not reached agreement on a successor contract. As a result, the parties entered mediation on August 27, 2026.

The District provided a proposal to the Association on August 14, 2026, that included the following financial proposal:

1. **Year 1 – 2026-2027 School Year**

    a. New Salary Schedule that starts with BA – 1 at $45,267.00.

    b. Steps shall increase from the 2025-2026 school year as follows:

        i. Steps 1 – 14 – 2.0%.
        ii. Steps 15 – 3.0%

    c. All Individuals eligible to step shall step 1 step.

    d. Longevity shall be increased as follows:

		~~2024-2026~~ **2026 - 2028**
(c)	10 years in Grosse Pointe and completion of one year at maximum step.	~~$1,890~~ **$2500**
(d)	10 years in Grosse Pointe and completion of eighteen (18) years of recognized service	~~$2,736~~ **$3400**
(e)	10 years in Grosse Pointe and completion of twenty-three (23) years or recognized service	~~$3,580~~ **$4200**

2. **Year 2 – 2027-2028**

    a. Steppers shall step 1 step
    b. The salary schedule shall increase by 3%.

3. **Year 3 – 2028-2029**
    a. Steppers shall step 1 step
    b. Schedule A wage reopener
    c. Health care and benefits reopener.

The Association responded to the District's financial offer on August 27, 2026, by proposing a two-year agreement that included:

- Year 1 – 2026-2027
    - Steppers shall step 1 step.
    - 4% on schedule for all steps.
    - Increases to longevity as proposed by the District.
- Year 2 – 2027-2028
    - Steppers shall step 1 step.
    - 3% on schedule for all steps.

The Parties engaged in mediation on August 27, 2026, August 28, 2026, and August 31, 2026. As stated above, the Association provided a formal proposal to the District on August 27, 2026, in response to the District's August 14, 2026 proposal. The District provided a formal proposal and response to the Association on August 27, 2026. The financial offer that was provided to the Association on August 27, 2026, included the following:

1. Year 1 – 2026-2027
    a. Elimination of the first step on the salary schedule. This allows for the Salary Schedule to go from 16 steps to 15 steps.
    b. One step increase on the salary schedule for all eligible bargaining unit employees.
    c. A 2% increase on the salary schedule for steps 1 – 14.
    d. A 3% increase on the salary schedule for step 15.
    e. A longevity schedule increase as follows:

Longevity shall be paid in accordance with the following schedule:

		~~**2024-2026**~~
(c)	10 years in Grosse Pointe and completion of one year at maximum step.	~~$1,890~~ **$2500**
(d)	10 years in Grosse Pointe and completion of eighteen (18) years of recognized service	~~$2,736~~ **$3400**
(e)	10 years in Grosse Pointe and completion of twenty-three (23) years or recognized service	~~$3,580~~ **$4200**

2. Year 2 – 2026 – 2027

a. One step increase on the salary schedule for all eligible bargaining unit employees.

b. A 3% increase on the salary schedule for all steps.

The District's proposal was not accepted by the Association. Therefore, the Parties exchanged proposals through the mediator.

The District understands that the Association's position is that it desires a three-year agreement with guaranteed increases in all three years. As a result, the District made another formal proposal on August 31, 2026, that met those parameters, which the District will provide the details of at a later date.

Finally, the District proposed four different dates over the next two weeks to bargain, and the Association was not available on any of the dates. Therefore, the Parties will not meet again until September 16, 2026. The district is willing to meet if the GPEA's availability changes in order to finalize a successor agreement.