Kerryn Laughlin 9/30/26

Kay Bishop 9.30.26

Grosse Pointe Education Association, MEA/NEA
September 30, 2026 Tentative Agreement

All terms and conditions of the current collective bargaining agreement between the parties including all letters/memoranda of understanding and/or agreement shall remain in place/be extended for the term of this new Agreement except as follows:

ARTICLE II

RECOGNITION

2. The Board recognizes the Association as the sole and exclusive bargaining representative for all certified or professional personnel employed by the Board, including classroom teachers, nurses, school librarians, school psychologists, occupational therapists, physical therapists, speech pathologists, contracted substitute teachers, school social workers, counselors, vocationally certified teachers and all such personnel on leave of absence but excluding all administrators and supervisors as defined by law, and also excluding all maintenance and plant personnel, office workers, cafeteria workers, temporary substitutes, classroom assistants, hall monitors, parking lot attendants, lay supervisors and paraprofessionals in all matters of disputes or grievances which may arise during the term of this Agreement as to the application, interpretation or compliance of either party of its obligations or rights under this Agreement. All employees of the Board covered by this Agreement are herein referred to as "teachers". LOA RE:ARTICLE II – Recognition Clause – Substitute Teachers.

****6/18/26 GPEA PROPOSAL: ROLLOVER OF LOA RE: ARTICLE II – RECOGNITION CLAUSE – SUBSTITUTE TEACHER SIGNED 8/21/24. **8/14/26 MEETING OF THE MINDS****

****GPPSS RECENTLY ADVISED THAT IT WILL OFFER GSRP AND WILL INCLUDE THE NEWLY CREATED POSITION OF GSRP LEAD TEACHER. THIS NEWLY CREATED POSITION SHARES A COMMUNITY OF INTEREST WITH THE GPEA BARGAINING UNIT. ACCORDINGLY, GPEA REQUESTS THAT THE DISTRICT AGREE TO VOLUNTARILY RECOGNIZE THE POSITION AS WITHIN THE GPEA BARGAINING UNIT. **8/14/26: GPPSS AGREES TO RECOGNIZE GPEA AS THE EXCLUSIVE BARGAINING REPRESENTATIVE OF THE NEWLY CREATED GSRP LEAD TEACHER POSITION. **SEE LOA RE: GREAT START READINESS PROGRAM 2026/2027 **MEETING OF THE MINDS 9/28/26*****

ARTICLE V
EMPLOYMENT STANDARDS

8. The parties to this Agreement reaffirm the Board's exclusive authority to select and employ new professional personnel in the School District. However, in keeping with the high standards of the community, the Board agrees to the following statement of policy in this regard:

a. A teacher assigned to a pool class must maintain a valid Water Safety Instruction certificate. If a teacher does not hold a current valid certificate at the time of initial assignment, (s)he shall obtain the required WSI certificate during the summer months prior to commencing instruction.

b. Teachers (other than a school social worker, a school psychologist, a

counselor, or an occupational therapist, or a nurse) shall hold a Michigan Teacher's Certificate or a Michigan Vocational Certificate valid for work assignment(s) including NCLB Highly Qualified requirements for all core academic assignments. Failure to have or keep such certificate(s) and qualification(s) per NCLB shall invalidate the contract of any teacher. For the purposes of transfer and recall, a school counselor endorsement is understood to be the required qualification.

c. To the extent possible, only teachers who possess the highest qualifications, such as determined by the Board, shall be given consideration for employment.

d. At the Board's discretion, preference in the employment of new teachers shall be given to those candidates with successful professional experience related to the assignment.

e. All persons assisting in the educational process shall be under the direct supervision of a teacher or an administrator.

~~f. In order to comply with Section 1119 of the Elementary and Secondary Education Act (ESEA), also known as the No Child Left Behind Act (NCLB), the Association and the Board formed a committee whose primary purpose was to assist teachers in becoming highly qualified in compliance with State and Federal regulation. Portfolio guidelines were established. The committee shall consist of six (6) members, three (3) appointed by the Association and three (3) appointed by the Board. The committee shall make determination as to content and format of meetings. In the event that a future portfolio committee shall be needed for review, a similar process will be followed.~~

~~g. This paragraph does not apply to positions which are not covered by the ESEA.~~

~~h. In the event that the laws are repealed or amended so as not to require the concept of "Highly Qualified", paragraphs 8f-8h shall be void.~~

****7/16/26 MEETING OF THE MINDS - GPEA ACCEPTS GPPSS 7/14/26 PROPOSAL TO STRIKE PARAGRAPH 8f, 8g and 8h.**

ARTICLE VI

RIGHTS OF THE ASSOCIATION

ACCESS TO BOARD INFORMATION

10. ~~The Association shall be advised by the Board of any new or modified fiscal, budgetary, or tax programs which are proposed or under consideration, and the Association shall be given reasonable opportunity to consult with the Board with respect to the proposed annual budget prior to its adoption and general publication.~~ ****8/27/26 MEETING OF THE MINDS****

PAYROLL DEDUCTIONS

17. The Board agrees to continue to make voluntary payroll deductions, upon written authorization therefore, from the salaries of teachers, for the following:

i. Hospitalization insurance rider premiums

j. Grosse Pointe Foundation for Public Education

k. Michigan First Credit Union

l. Established tax sheltered annuity plan premiums and insurance premiums provided the carrier will not require more than two checks per pay period (one for TSA deductions and one for insurance deductions)

m. United Foundation contributions

n. Michigan-NEA Retirement Program (MEA-R)

o. Approved flexible spending accounts and agrees to disburse these deductions for the purpose intended at the scheduled due dates agreed upon by both parties. Procedures for these payroll deductions shall be established by the Board's Business Office in consultation with the Association. The Board will deduct PAC contributions upon the written authorization of the teacher.

p. Association dues as provided below:

- **Initial Implementation of Payroll Deduction of Dues. In the event that GPEA chooses to implement this Paragraph, GPEA shall provide notice to GPPSS on or before June 30 and authorization forms shall be provided to GPPSS on or before August 15.** ~~This paragraph shall become effective on August 1 of the year the Association notifies GPPSS of its intent to implement payroll deduction of Association dues and/or assessments~~**.**6/18/26 MEETING OF THE MINDS****

- Any bargaining unit member may voluntarily become a member of the Grosse Pointe Education Association, MEA/NEA (GPEA) by completing the membership application and submitting it to the GPEA or the MEA.

- Any bargaining unit member may sign a form authorizing the payroll deduction of dues and/or assessments to the GPEA. Upon receipt of a hard copy signed form or an electronic signed form, GPPSS shall process the payroll deduction within ten (10) days of receipt. Such authorization shall continue in effect from year to year unless revoked in writing by the bargaining unit member under procedures established by the GPEA.

- Pursuant to such authorization, GPPSS shall deduct one-twentieth (1/20th) of such dues and/or assessments from the regular salary check of the bargaining unit member each month for ten (10) months, beginning with the first paycheck in September and ending in June of each year. If the payroll deduction amounts change within the course of any school year, the GPEA shall provided to GPPSS a payroll change form for any affected member to apply within ten (10) days of receipt to any remaining pays per the deduction schedule defined above.

- Upon receipt of authorized payroll deduction for Association dues and/or assessments, GPPSS shall transmit these payments to the Michigan Education Association via ACH within ten (10) days of the payroll deduction together with the following report. Accompanying the distribution of payments shall be a report indicating the specific amount attributable to each bargaining unit member including the name, employee ID number (if applicable), payroll ID number (if different than employee ID number). GPEA shall provide an excel template to facilitate the reporting of this information.
- The GPEA will defend and hold harmless GPPSS from any claims, demands, suits and other forms of liability by reason of its compliance with this Paragraph provided: (1) GPPSS gives timely notice of such action to the GPEA and permits the GPEA to intervene as a party if it chooses to do so; (2) GPPSS gives full and complete cooperation to the GPEA and its counsel in securing and giving evident, obtaining witnesses, and making relevant information available at both trial and appellate levels; and (3) GPEA shall have complete authority to compromise and settle all claims which defends under this Paragraph.

23. **Beginning with the 26/27 school year, the District shall maintain and post on its transparency reporting website the attached list of participating vendors for 403(b) and 457(b) accounts. No deletions shall be made to the list of participating companies without the consent of the GPEA.** ~~Participating companies shall be ASPire Financial Services, AXA Equitable Life Insurance, Consolidated Financial Corporation, Fidelity Investments, Lincoln Financial Group, Lincoln Investment Planning Inc, Michigan Education Association Financial Services (Paradigm), The Hartford Insurance Company and VALIC.~~ ****8/27/26 MEETING OF THE MINDS****

BOARD AGENDA ITEMS

~~**33. A copy of the Board packet must be provided to the Association the Friday immediately preceding the Board meeting.**~~ ****8/10/26 MEETING OF THE MINDS****

ARTICLE VII

CURRICULUM DEVELOPMENT

35. Recognizing the need for the continuous improvement of the instructional program, the Department of **Teaching and Learning** ~~Curriculum, Instruction and Assessment~~ shall maintain a budget to make it possible for teachers to participate in curriculum development projects. This policy is intended to support the development of curriculum planning of unusual magnitude beyond the short-range and long-range planning necessary for any teacher. Departments, grade level teachers, and individual teachers are encouraged to undertake curriculum projects in order to improve the instructional program. ****7/16/26 MEETING OF THE MINDS****

ARTICLE VIII

GRIEVANCE PROCEDURE

STEP FIVE

62. If the Association is not satisfied with the disposition of the grievance at step four, it may submit said grievance to arbitration. In order to be timely the Association must serve a demand for arbitration upon the Board within thirty (30) calendar days after receipt of the decision at step **four** ~~five.~~ If the parties are unable to agree upon an arbitrator within fifteen (15) days after receipt of the demand for arbitration, the dispute shall be processed under the procedures of the American Arbitration Association (AAA). ****7/16/26 MEETING OF THE MINDS****

ARTICLE IX

RIGHTS OF THE TEACHER

MONITORING

NEW PARAGRAPH – SUGGESTED PLACEMENT AS NEW PARAGRAPH 93.

The Board shall not direct nor obligate bargaining unit members to use their own personal electronic devices (eg: cell phone)~~. for any purpose.~~ Should a bargaining unit member voluntarily use their personal electronic device in connection with the performance of their job, the Board agrees that under no circumstances will the Board require or demand access to an employee's phone based upon their participation in the multifactor authentication process or other like process and that such participation does not constitute an exception under Section 5 of the Internet Protection Privacy Act. **8/14/16 MEETING OF THE MINDS**

REVIEW OF PERSONNEL FILE

~~101. The personnel file of teachers maintained at the teacher's school shall be reviewed during the year in which the teacher is evaluated according to the regular mandatory tenure teacher evaluation as described in Paragraphs 261-264b of Article IX hereof.~~ ****7/16/26 MEETING OF THE MINDS****

102. Upon request, and at a time scheduled by the Department of Human Resources, the personnel files of teachers maintained at the Board Office may be reviewed by the teacher ~~annually~~**.**7/21/26 MEETING OF THE MINDS****

RELIEF FROM SUBSTITUTE RESPONSIBILITY

106. Teachers may make recommendations (either positive or negative) concerning the assignment or performance of substitute teachers. Such recommendations shall be in writing, signed by the regular teacher, and shall contain data which supports the recommendation. ~~A copy of any such recommendation concerning a substitute teacher shall immediately be furnished to the substitute by the building principal.~~ ****7/16/26 MEETING OF THE MINDS****

LOA RE: RIGHTS OF THE TEACHER, ABSENCES AND VACANCIES OF PROFESSIONAL ANCILLARY STAFF FOR DURATION OF SUCCESSOR CBA. **6/18/26 MEETING OF THE MINDS.

STAFF DEVELOPMENT

109. ~~Respecting the uniqueness of each building and/or department, the Board agrees that funds as budgeted, and as established by the Board, shall be provided for such purposes in~~

~~proportion to the number of teachers and the particular needs of each building or department.~~ The Board inconcert with the Association shall continue to strive for an equitable allocation of funds for **building needs including** conference expense and substitute teacher allowance. ****7/21/26 MEETING OF THE MINDS****

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ARTICLE X

LEAVES OF ABSENCE

8/16/26

****PROPOSAL NOTE:**

(1) PARTIES MUST REVIEW ALL PARAGRAPH NUMBER REFERENCES WITHIN TO ENSURE ACCURACY;

(2) UPON REACHING AGREEMENT ON THE TERMS AND CONDITIONS PROVIDED HEREIN, ANY EXAMPLES IN THE CURRENT CBA MUST BE REVISED TO BE CONSISTENT THEREWITH;

General Provisions Applicable to All Leaves Unless Specifically stated otherwise.

~~The Board recognizes that leaves of absence may be necessary under certain circumstances. Leaves provided under this Article shall be subject to the operational requirements of the District and administered in a manner that minimizes disruption to the educational program.~~ ****PROPOSAL NOTE: GPEA REJECTS DISTRICT'S 6/23/26 PROPOSED NEW LANGUAGE. **MEETING OF THE MINDS 8/27/26**

Except where prohibited by law, all paid and unpaid leaves provided under this Agreement shall run concurrently with any leave available under the Family and Medical Leave Act ("FMLA"), ~~the Michigan Earned Sick Time Act ("ESTA"), or any other applicable law.~~ ****PROPOSAL NOTE: GPEA ACCEPTS DISTRICT'S 6/23/26 PROPOSED NEW LANGUAGE AS REVISED.**

117. Teachers on approved leave of absence for purposes of military service, exchange teaching, Job Corps, Peace Corps, Sabbatical, or overseas dependent school teaching shall be entitled to advance one step on the salary schedule for each year of the leave of absence provided professional growth requirements are met. **(Current Paragraph 174)**.

Teachers on personal illness leave (to a maximum of 90 days) and other approved short leaves shall not lose eligibility for advancing on the salary schedule during the period of such leave. **(Current Paragraph 175). Short Term leaves shall be defined as leaves up to a maximum of 90 days. **PROPOSAL NOTE: DELETE PARAGRAPH 170 AS IT IS DUPLICATIVE. **MEETING OF THE MINDS 8/27/26****

118. No teacher on **a** General Leaves of Absence **(see Paragraph 116 of the current contract – must renumber)** shall be entitled to advance on the salary schedule during the period of the leave. **(Current Paragraph 176)**

119. Leaves of absence shall not be granted when other gainful employment is the purpose. **(Current Paragraph 177)**.

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120. An employee who becomes **and remains** eligible for long term disability insurance shall be placed on a health leave for the remainder of the school year. Return from leave shall be at the beginning of a school year. Return to duty from extended leaves of absence shall be subject to the conditions set forth in Paragraphs 179 and 180. **(Current Paragraph 178). **7/21/26 MEETING OF THE MINDS****

121. Satisfactory evidence of physical health, as provided by a medical doctor and/or mental health as provided by a psychiatrist shall be filed with the Board if directed before the teacher is returned to duty. The expense of such required examination shall be borne by the Board. **(Current Paragraph 179)**.

122. Unless specifically provided for in another section of this Agreement there is no guarantee that any teacher shall be returned to a specific building, grade level, or special assignment at the conclusion of a period of absence exceeding one semester. The Board shall, however, make every effort to return a teacher who has been on an extended leave of absence to the same or comparable job to that held before the leave. Teachers on leave are subject to all provisions of Article XIII (Reduction of Professional Staff.) **(Current Paragraph 180)**.

123. Teachers on leave who return to duty at the beginning of a school year shall advance to the next step on the salary schedule, upon their return, if they have completed one semester or more of teaching with the Grosse Pointe Public School System during the school year in which the leave was granted. **(Current Paragraph 181)**.

Individual Leave Days Allotment

124. At the beginning of each school year teachers will be provided 12 total days of leave time. Those days are separated into the following: **(Current Paragraph 132)**.

- 6 Individual Leave Bank Days;
- 2 Personal Business Days; and
- 4 Paid Time Off Days

INDIVIDUAL LEAVE BANK

Each teacher will be provided six (6) days at the beginning of the school year **in** an individual leave bank. Days in this bank may be used for personal illness, family illness, personal business, ~~and~~ the funeral of a non-immediate family member **and circumstances authorized under the Michigan Earned Sick Time Act, and Absences that qualify under the Family Medical Leave Act ("FMLA").** While a teacher is using days from their Individual Leave Bank they will be paid their regular rate of pay. (Current Paragraph 137 as revised).

Personal illness is defined as illness or disability which causes the complete inability of the teacher, due to sickness or injury, to perform any and every duty pertaining to his/her assignment with the Board. Illness includes cases where emergency medical procedures are required. Appointments for medical examinations and diagnostic testing or 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 a teacher is actively working for the Board, another employer, or in self-employment, or is confined in a penal institution. (current Paragraph 133a).

Family illness is defined as a paid leave for illness in the immediate family and for the purpose of making

arrangements for necessary medical or nursing care. Immediate family for this purpose shall mean grandparents, parents, siblings, step siblings, child, step child, spouse, stepparents and stepchildren, and in-laws. (current Paragraph 133b).

Employees shall notify their supervisor through the District's designated absence reporting system as soon as practicable, but no later than one (1) hour before the employee's scheduled start time, except in emergencies.****7/14/26 MEETING OF THE MINDS****

<u>Personal Business Leave Days</u> (Current Paragraph 134).

126. Teachers will be provided with two (2) days at the beginning of the school year for Personal Business. It is agreed that personal business days are provided for the vast number of business, professional, family, and religious obligations a teacher regularly encounters which cannot be met outside the regular school day. Personal business days are not intended for casual or indiscriminate use. It is not permissible to use personal business days for: recreational or sporting events (hunting, fishing, athletic contests of all kinds), shopping, job hunting, vacation, and other employment of any kind. They may be used for the following reasons: weddings, important child events, such as athletic tournament play and college-related application events; and special family celebrations/milestone events. Normally, personal business leave applications shall be processed a minimum of two school days before the leave occurs, however, circumstances may arise that do not permit the teacher the opportunity to provide two (2) day advance notice. When requesting a personal business day, teachers shall provide the reason for the absence (as defined above). In the event administration needs further clarification, the teacher shall provide such clarification as requested.

<u>Paid-Time Off Days</u> (Current Paragraph 135).

127. Teachers will be provided four (4) paid-time off (PTO) days at the beginning of the school year. ****8/10/26 PROPOSAL NOTE: GPEA PROPOSES MAINTAINING CURRENT CONTRACT LANGUAGE.** PTO days may be used for any purpose; provided however, the days may not be used immediately preceding or succeeding a school break and/or holiday or during the first 5 student report days of the school year or the last 5 student report days of the school year except in case of personal or family illness. Teachers must enter in their PTO days into the absence tracking system at least two (2) days before the scheduled PTO day. No more than twenty (20) teachers may use a PTO day on any particular day; after the maximum number of PTO days has been reached, submissions in the absence tracking system may be rejected. **In the event that a bargaining unit member's ILB and IRB are exhausted, the bargaining unit member may convert unused Paid Time Off Days to ILB days. GPEA members may use up to two (2) PTO days consecutively at a time within a 5 day timeframe. PTO days may not be attached to a Personal Business Day to extend a school break. **MEETING OF MINDS 8/31/26****

<u>Individual Roll Bank Days</u> (Current Paragraphs 138 and 139).

128. At the end of each school year any unused individual leave bank, personal business, and paid time off days shall be rolled into an Individual Roll Bank for their use for Personal and Family Illness absences in a school year as provided herein. Individual Roll Bank days should be used after their Individual Leave Bank has been depleted. Each school year, a

teacher may use up to thirty (30) IRB days for family illness. When using their Individual Roll Bank for personal illness a teacher may be required to provide a copy of a doctor's note substantiating that the medical condition prevents the teacher from being at work.

129. Teachers may use their Individual Roll Bank days for absences that exceed their provided number of Individual Leave Bank through their 40th day being absent. Once a teacher is absent more than 40 consecutive days in a year for one occurrence for the teacher's personal illness, they may not use Individual Roll Bank days even if they have Individual Roll Bank days remaining in their personal account**, except as provided in Paragraph 171. **8/28/26 MEETING OF THE MINDS ****

130. The provisions above only apply if teachers are using Individual Roll Bank days for absences which are not eligible for the Family Medical Leave Act. Teachers shall be required to use all of their Individual Roll Bank days if they are on an approved Family Medical Leave Act. **8/10/26 MEETING OF THE MINDS Except as provided in Paragraph 171, where the teacher may elect to maintain up to 15 days in those banks and then move to the Short-Term Disability Plan. **MEETING OF MINDS 8/31/26****

Family and Medical Leave (Current Paragraphs 148 – 150).

131. The Board will grant up to twelve (12) weeks of unpaid family and medical leave during any twelve (12) month period to eligible employees in accordance with the Family and Medical Leave Act of 1993 (FMLA). All requests for such leave will be made to the Director 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 possible. Proper certification of the reason for the leave must be provided. An employee will be required to use all ~~available~~ **unused accrued Individual Leave Bank Days and Individual Roll Bank Days** ~~time (i.e., sick leave, personal leave, etc) in addition to the FMLA leave,~~ with any balance of time being without pay **except in the event the bargaining unit member is eligible for Short Term Disability or Long Term Disability.** At the end of the FMLA leave, the employee will be returned to his/her position held prior to the leave or to a similar position. **(CURRENT PARAGRAPH 148) **MEETING OF THE MINDS 8/27/26****

132. Consistent with the U.S. Department of Labor's interpretation of the intent of FMLA in regards to job restoration, when FMLA is used for the basis of a leave, the district will award seniority as if the employee were present for its duration. The Board, aided by the Association, will make every effort to ensure that all affected employees are made whole in regards to lost seniority for any FMLA leaves taken since the law's enactment in 1993. In so doing, the Association will hold the District harmless for its failure to do so previously. **(CURRENT PARAGRAPH 149)**

133. If teachers are eligible for FMLA, time will be counted towards the maximum amount of FMLA leave beginning on the day of the teacher's first absence from work for a FMLA eligible condition. **(CURRENT PARAGRAPH 150**)

Pregnancy Related Disability (Current Paragraph 151).

134. In order to provide for continuity in the classroom between pupil and teacher the following rules

shall apply in cases of pregnancy:

A. The teacher shall be eligible for personal illness leave at the time she becomes disabled as certified by her physician.

B. Within three weeks after delivery the teacher shall file with the Human Resources Office a recommendation from her physician of the tentative date of return to duties. If the teacher desires a leave of absence the same must be requested by the end of the third week following delivery of the child. If the teacher does not intend to return at the end of the disability period, the teacher may select either:

   1. Up to a five (5) week, short-term unpaid leave for non- FMLA eligible employees or up to twelve (12) weeks of unpaid leave in accordance with FMLA; **said leave shall be unpaid except that the teacher must use, if available, all Individual Leave Bank or Individual Roll Bank Days**, or ****7/14/26 MEETING OF THE MINDS****

   2. A general unpaid leave of absence lasting the remainder of the school year.

C. When the teacher's physician certifies that the disability has ended the teacher shall immediately return to her classroom duties, provided a leave has not been requested.

D. ~~The Board agrees to indemnify and hold the Association harmless against suits that may arise by reason of action taken by the Board under this paragraph 151~~ ****MEETING OF THE MINDS****

~~Paternity/Maternity~~ Parent/Child-Bonding Leave (Current Paragraph 152).

135. Teachers may use ~~their Individual Leave Bank and/or~~ up to ~~fifteen (15)~~ **forty (40) consecutive** available **Individual Leave Bank Days and Individual** Roll Bank Days for the purposes of ~~paternity~~ **Parent/child-bonding leave** within one (1) year of the birth of the Teacher's child. **Teachers who qualify for FMLA may use up to sixty (60) consecutive available Individual Leave Bank Days and Individual Roll Bank Days. If a teacher elects to use Parent/Child Bonding Leave, the teacher must use available Individual Leave Bank Days and Individual Roll Bank Days.** Teachers may not use the Short Term Disability program for this purpose. **This provision shall not be in addition to pregnancy-related or adoption leave. ***9/30/26 MEETING OF THE MINDS*****

Adoption Leave (Current Paragraph 153).

136. Teachers who are in the process of ~~permanently,~~ legally adopting a child may use **up to forty (40)** available Individual Leave Bank Days and **Individual** Roll Bank Days for the purpose of bonding with the new child **within the first year of adoption. Teachers who qualify for FMLA may use up to sixty (60) days. Teachers must use all available ILB and IRB days.** Teachers may not use the Short Term Disability program for this purpose. ****MEETING OF THE MINDS 8/31/26****

Child Care Leave (Same as Paragraph 117)

137. Upon completion of two years of full time teaching within the Grosse Pointe Public Schools, the Board may grant an unpaid leave of absence for the purpose of child care. Whenever possible, the commencement and conclusion of such leaves shall occur at semester start and end dates. Teachers completing a pregnancy disability may begin a child care leave at the conclusion of the disability period. Teachers may be asked to complete necessary work in conjunction with the leave, if possible; e.g., a teacher may be asked to complete final grades if the leave were to commence near the end of the school

year.

Bereavement Leave – Death in Immediate Family (Same As Paragraphs 128 – 130)

138. Leave with pay for up to five (5) days will be granted because of death in the immediate family or spouse's immediate family; days may be taken non-sequentially. **These five (5) days will not be charged to the teachers' individual leave bank, personal business days, paid-time off days, or individual roll bank days.**7/14/26 MEETING OF THE MINDS****

A. Immediate family shall mean: parents, grandparents, siblings, step siblings, child, stepchild grandchild, spouse, stepparents, and in-laws.

B. At the discretion of the superintendent, additional days may be granted for other people or extenuating circumstances, including documented pregnancy loss in second or third trimester.

Funeral Leave of Non-Immediate Family Member (Current Paragraph 136).

139. Teachers may use days from their individual leave bank, personal business days, or their paid time off days to attend the funeral of a non-immediate family member. For the purposes of this category immediate family member **is defined as set forth in Paragraph 138 above.** ~~as parent, grandparents, siblings, child, grandchild, spouse and step-parents of either the employee or their spouse.~~ ****7/21/26 MEETING OF THE MINDS****

Court Appearance (Same As Paragraph 125)

140. A teacher shall be compensated by the Board to the extent of the difference between the teacher's daily salary and the amount he/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 the teacher's employment. The same shall hold true when a teacher 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.

Jury Duty (Same as Paragraph 126)

141. A paid leave of absence shall be granted to any teacher who is summoned and reports for jury duty during the school year. However, the teacher shall report for work on those duty days of the week when the court rules or custom dictates that no jury trials are to be conducted, or the jury panel is not required to be in attendance at court. Any teacher assigned to jury duty shall promptly inform the Human Resources Department of any days he/she will be available for teaching duties during said period.

Conference Leave (Same as Paragraph 127)

142. Conference leave with pay shall be provided as stipulated in Paragraphs 107-112 hereof.

Special Leave (Same as Paragraph 131)

143. The Superintendent may approve a request for a special short leave, with or without pay, for a period of less than one semester. However, special leave will not be granted for the purpose of accompanying a spouse on a trip of any kind.

Association Leave (Same As Current Paragraph 121 – 122)

144. The Board shall grant an unpaid leave of absence to a teacher who is an elected officer of the MEA, NEA or MEA-NEA 6-E Coordinating Council or assumes a staff position with any of the above organizations. Such leave shall be for a period not to exceed one year subject to renewal at the option of the teacher for an additional period not to exceed one year. The teacher shall notify the Board, in writing, by July 1 whether the option is to be exercised. Any further extension of said leave shall be jointly agreed to by the Board and the Association. An elected officer of the MEA, NEA or MEA-NEA Coordinating Council shall receive credit toward the regular salary increment upon return from leave.(**Current Paragraph 121)**

145. The Board shall grant an unpaid leave of absence to a teacher who is an elected president of the GPEA. An elected president shall receive credit toward the regular salary increment upon return from leave. **(Current Paragraph 122)**

Military Leave (Same as Current Paragraph 123)

146. Leaves for active military service or reserve training will be granted in accordance with applicable law.

Peace Corps and Job Corps Leave (Same As Current Paragraph 124)

147. Leave of absence without salary shall be granted to any teacher who has completed one (1) year of teaching on tenure in Grosse Pointe and who joins the Peace Corps, Job Corps, or other similar organizations as a full-time participant. This leave shall not extend for more than two school years. The teacher requesting the leave shall give assurance that he/she intends to return to the employ of the Board at the conclusion of the leave.

Sabbatical Leave (Paragraph 120)

148. The Board may grant an eligible tenure teacher a sabbatical leave of absence upon the recommendation of the Superintendent. The rules and regulations of the sabbatical leave program shall be interpreted in accordance with M.C.L.A. 380.1235 (School Code of 1976) and any amendments thereto. The due date of applications for sabbatical leave shall be as follows:

a. February 15 for leaves beginning with the ensuing school year.

b. October 15 for leaves beginning at mid-year.

NOTE: The complete rules and regulations are set forth in Appendix E of this Agreement.

General Leave (Current Paragraph 116)

149. The Board may grant a tenure teacher an unpaid leave of absence for any purpose it considers worthwhile for a period not to exceed one year subject to renewal at the discretion of the Board for an additional period not to exceed one year.

Exchange Teacher or Study Leave (Current Paragraphs 118 and 119)

150. The Board may grant a tenure teacher a leave of absence for the purpose of an exchange of teaching positions with a teacher from another school district, subject to the conditions set forth in M.C.L.A. 380.1234 (School Code of 1976.) **(Current Paragraph 118)**

151. A leave of absence for study or cultural travel without salary may be granted on the approval of the Board in consultation with the Association based upon specific plans for such study or travel. Study or travel should be related to the teacher's licensed field or anticipated teaching assignment or indicate probable advantage to the school system. The teacher requesting the leave shall give assurance that he/she intends to return to the employ of the Board at the termination of the leave. **(Current Paragraph 119)**

Short Term Leave Benefits (Current Paragraphs 155 – 173).

152. (Short Term Leaves shall be defined as a leave which is ninety (90) work days or shorter) **7/14/26 MEETING OF THE MINDS**

153. If benefits are payable in a succeeding school year, such benefits shall be based on the base salary in effect at the time of disability. (Current Paragraph 155)

154. Short Term Leave Benefits shall be reduced by disability benefits payable under the United States Social Security Act or any other disability benefits payable under applicable State or Federal Law, or any such benefits which would have been payable had timely application been made therefore. Such benefits shall also be reduced by benefits payable to the teacher, under the Michigan Workers' Compensation Act, for such period (excepting payments under such laws specifically for hospital or medical expenses 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 monthly 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. (Current Paragraph 156)

155. Teachers absent for a work for an absence eligible for Worker's Compensation payments will receive their full pay (salary and longevity) through qualifying for LTD. If a teacher is found eligible for Worker's Compensation payments, any Individual Leave Bank or Roll Bank days used by the teacher for that absence reason will be restored. (Current Paragraph 157)

156. The teacher 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 teacher will be responsible for paying the employee portion (20%).(Current Paragraph 158)

157. It is the duty of the teacher to report to the Human Resources Office the amount of disability benefits received through Social Security or Workers' Compensation. (Current Paragraph 159)

158. Short Term Leave Benefits —In the event of resignation from the professional staff accepted by the Board, eligibility for Individual Leave Bank or Individual Roll Bank leave shall cease on the last day of regularly assigned duties. . (Current Paragraph 160)

159. The Board has purchased an insurance contract providing Long Term Disability Insurance for all teachers with a minimum of two years of service in GPPSS. Short Term Leave Benefits shall terminate as of the date the teacher becomes eligible to receive, or would be entitled to receive upon timely pursuit of a claim therefore, monthly income benefits as provided in said Long Term Disability Insurance Contract. . (Current Paragraph 161)

160. Any summer escrow funds due the teacher shall be paid in full before monthly income benefits as outlined in the Certificate of Insurance issued each teacher are due and payable. (Current Paragraph 162)

161. Short Term Leave Benefits shall terminate in any event at the expiration of 90 consecutive paid contract days for each unrelated illness or disability for which such benefits have been paid to the teacher, notwithstanding the fact that such teacher may be ineligible for Long Term Disability Insurance Benefits for reasons beyond the control of the Board of Education. . (Current Paragraph 163)

162. A teacher shall keep the human resources office apprised of their employment status with any other employer while on short term leave.-(Current Paragraph 164)

163. Teachers may be required at the time of their absence, to furnish information and physician's certificates concerning their absence as the Board may require. (Current Paragraph 165)

164. As soon as possible a teacher shall notify their supervisor or the automated attendance reporting system of a short term leave absence. Every effort shall be made by the teacher to notify the district as soon as possible of an impending absence. (Current Paragraph 166)

164. During the period of absence the Board may require examination by its physician at Board expense. (Current Paragraph 167)

165. When a teacher is ready to return after using Individual Roll Bank days he/she may be required to secure "Return to Work Clearance" authorized by the Board physician. Such return to work clearance shall be issued upon the Board physician's best medical judgment with special emphasis upon the welfare of pupils and the confidential nature of such medical information. The Board shall assume the cost and provide forms and administrative procedures for such examinations. (Current Paragraph 168)

~~A. In the case of retirement or leave of absence involving an emotional or mental health problem, the Board shall determine such teacher'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 teacher, one selected by the Board and a third selected by the other two appointees. The recommendation 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 teacher. The Board will assume the payment of fees for the services of all three physicians in this regard. (Current Paragraph 169)~~ ****7/21/26 MEETING OF THE MINDS****

166. Teachers on Short Term Leaves of Absence (to a maximum of 90 days) shall not lose eligibility for advancing on the salary schedule during the period of such leave. (Current Paragraph 170)

167. SUBSTANTIATION OF ABSENCE—When a teacher is unable to substantiate the necessity of Personal Illness absence by a physician's certification, where required, or where it is otherwise determined by the Board that illness or disability of a teacher does not or did not exist although claimed by the teacher for purposes of obtaining Personal Illness Absence, absence from duties in such cases shall be deemed an unexcused absence and subject to pay deduction as well as to other disciplinary action. (Current Paragraph 171)

168. Prior to any pay deduction, the employee will normally, if time permits, be provided an opportunity to discuss the impending action with his/her supervisor and the administrator bringing the accusation. If a conference is held, it will replace the informal conference dictated by the grievance procedure. The Association Representative may be present at the request of the individual teacher. (Current Paragraph 172)

169. Where it has been determined by the Board that the "short term leave of absence" of a teacher is an unexcused absence, as provided above, the teacher may invoke the Grievance Procedure; provided

however, in such cases the Grievance Procedure shall be initiated at step three. As a prerequisite to the invocation of the Grievance Procedure, the Board may require the teacher to submit to an examination by a qualified physician selected by the Board, or at the option of the teacher, to a qualified physician nominated by the teacher's physician and the Board's physician. (Current Paragraph 173)

Short-Term Disability Plan (Current Paragraph 141 – 144).

170. The district shall create and fund a ~~self-funded~~ **Fully Insured** Short-Term Disability plan for teachers. This plan will be administered by a 3rd party of the district's choice. Teachers 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**. (Current Paragraph 141) **7/14/26 MEETING OF MINDS****

171. Teachers may receive compensation from the Short-Term Disability plan starting with their 25th duty day of absence of the school year through a maximum of their 90th duty day of absence; provided however, ~~a teacher may elect to use up to 40 Individual Leave Bank and/or Individual Roll Bank prior to receiving compensation under the Short Term Disability Plan.~~ **if a teacher has more than 25 days in their Individual Leave Bank (ILB) and/or Individual Roll Bank (IRB), the teacher shall use all days in those banks but may elect to maintain up to 15 days in those banks and then move to the** Short-Term Disability Plan. Absences starting with their 91st duty day of absence shall be covered by the district LTD plan**.(Current Paragraph 142). Example: if a teacher has 80 days in ILB/IRB, the teacher is required to use 65 of those days and then may elect to use the remaining 15 days or move to Short-Term Disability on day 66. **MEETING OF MINDS 8/31/26****

172. Except as provided in Paragraph 171 above, ~~U~~upon the 25th duty day of absence from the district the teacher shall be provided 66 2/3rds of their daily rate up to ~~$350.00~~ **$400.00** per day whichever is smaller, under the District's Short Term Disability Plan: ~~for teachers who elect to use more than 24 but no more than 40 Individual Leave Bank and/or Individual Roll Bank days to cover their absences, said teachers would receive this compensation under the Short Term Disability Plan immediately following use of such days.~~ Compensation through this plan will be paid through the 3rd party administrator. Compensation through this plan is not considered compensation by the Office of Retirement Services and will not be subject to MPSERS. ****MEETING OF THE MINDS 8/27/26****

173. For the purpose of computing a teacher's daily rate the teacher's base salary will be used.

Part-Time Teachers (Current Paragraph 146).

174. When using days from their Individual Leave Bank, Individual Roll Bank or the Short-Term Disability Plan part –time teachers will be awarded and will use a fractional day equal to their current FTE.

ARTICLE XI

TEACHING CONDITIONS

ACADEMIC FREEDOM

184. Freedom of individual expression shall be encouraged ~~and fair procedures shall be developed jointly by the Association and the Administration subject to approval by the Board of Education, to safeguard the legitimate interests of the schools~~ and **supported** to meet ~~exhibit by appropriate examples~~ the basic objectives of a democratic society. **When the Association or the District identify a concern with individual expression, the Parties will meet to discuss whether it is necessary to create a procedure to address the concerns. If the Parties determine procedures are necessary, the procedures shall be developed jointly by the Association and the Administration subject to approval by the Board of**

Education, to safeguard the legitimate interests of the schools. **9/22/26 Meeting of the Minds ***

185. All guidelines shall be sent to the Association prior to implementation.

PHYSICAL ENVIRONMENT

188. Insofar as possible, lounges, conference rooms, lavatories, and appropriate equipment shall be conveniently available for teachers. Lounges and conference rooms shall not be used for regularly scheduled meetings without prior consultation with the building faculty. **At the request of the Association, the building principal will meet with the Association to seek mutually acceptable solutions where these conditions do not exist.** ~~The Board agrees to meet and confer with the Association to seek mutually acceptable solutions where these conditions do not exist.~~ ****8/10/26 MEETING OF THE MINDS****

~~190. A committee shall be established to develop guidelines and compensation for the establishment and maintenance of websites and/or web pages. No teacher shall be required to establish and maintain a website/web page until the committee report is published and accepted.~~ ****7/16/26 MEETING OF THE MINDS****

~~191. K-12 curriculum committee will meet in the 2010-2011 school year to establish guidelines. Per outcome of the committee recommendations, the GPEA President and the Deputy Superintendent of Human Resources will meet to discuss and establish a letter of understanding to consider and agree to the removal of paragraph 190.~~
****7/16/26 MEETING OF THE MINDS****

SCHOOL CALENDAR

195. The attached ~~2024/2025 and 2025/2026~~ **2026/2027, 2027/2028, and 2028/2029** calendar (Appendix A), will be implemented. This calendar is designed to meet all State of Michigan minimum clock hour and instructional day requirements including 180 days of student instruction.
****ON 7/21/26 THE PARTIES REACHED A TENTATIVE AGREEMENT REGARDING THE 26/27 CALENDAR SUBJECT TO RATIFICATION BY THE PARTIES IN CONNECTION WITH REACHING A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT.**

a. While the majority of the calendar is similar to prior calendars the following are key changes:
   - Number of teacher report days – 181
   - Number of student report days – 176
   - 4 professional development days shall count as student instructional days.
   - 2 professional development days shall be held via zoom other similar platform with no duty to physically report. **SEE LOA RE: PROFESSIONAL DEVELOPMENT DAYS**
   - Parent/Teacher conferences at the MS and HS levels in the spring will be one evening commitment. The format and manner of the conferences shall be as provided in the calendar

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(see Appendix A).

- Parent/Teacher Conferences at the ES level will include 9 hours of conferences (15 minute conferences) with one block in the afternoon and two in the evening in both the fall and spring. ES teachers will receive a PM ½ day release day in recognition of their parent/teacher conference schedule. The format and manner of the conferences shall be as provided in the calendar (see Appendix A).

THE SCHOOL DAY

201. The Board and the Association recognize that a teaching assignment involves classroom instruction time, planning and conference time, general supervision of students' time, lunch time, and travel time for those with an assignment in more than one building in one day. Teachers who travel as a part of their assignment shall be compensated for mileage at the IRS rate per mile in accordance with procedures established by the Business Office. ~~If a teacher believes that their prep time or duty free lunch is not provided in their original schedule, and the teacher notifies administration within the first two (2) weeks of the teacher having her/his schedule, administration will meet with the Association and building principal to discuss the situation and seek resolution within two (2) weeks of notification by the teacher.~~ **Teachers assigned to two or more buildings shall not use preparation time nor their duty-free lunch period to travel between building assignments. In the event that a teacher is not provided with his/her full preparation time or duty-free lunch, the teacher shall receive compensation at the prorated professional hourly rate provided in Appendix C.**

In addition, teachers who lose a portion of their preparation time or duty-free lunch on 50% or more of their work days within a quarter shall receive $1,000.00 per quarter payable in the pay period after the conclusion of the quarter; provided however, this additional payment shall not apply if the teacher is granted other relief such as no tutorial or homeroom assignment. 2/16/26

ELEMENTARY AND SECONDARY TEACHING ASSIGNMENTS

220. The Administration will take into consideration the unique characteristics of a traveling teacher's assignment when determining travel time. Normally, teachers who travel or have multi-buildings as part of their assignment will have their duty time and/or responsibilities adjusted. This may include but is not limited to the following examples: in the high school, no PRP responsibility; in the middle school, **no Homeroom responsibility**, traveling teachers will be paid at the prorated professional rate if travel time is not provided**, in addition to a $1000 per quarter (as provided in Paragraph 201)**; in the elementary school, reduced duty time and/or responsibilities exclusive of planning time. If a traveling teacher believes that there is inadequate travel time provided in their original schedule, upon notification, administration will meet with the Association and building principal to discuss the situation and seek resolution. 2/16/26

SPECIAL SERVICES

NEW PARAGRAPH FOR PLACEMENT AFTER CURRENT PARAGRAPH 228

Elementary and Secondary special education teacher consultant, resource room, and categorical teachers shall ~~may~~ receive up to one full day of release time per quarter for planning and documentation. The date of release time is subject to approval by the Building Principal and Special Education Supervisor. **9/30/26 MEETING OF THE MINDS**

8/16/26

ADDITIONAL RESPONSIBILITIES

237. Teachers shall be expected to assume at least one extra school responsibility of a minor nature which is not part of the E.P.E.D. responsibility. Teachers assigned to more than one building shall assume the extra school responsibility in only one building. Examples of such responsibilities are as follows: Elementary (hall bulletin boards, chairpersons for grade groups, American Education Week, etc.); Secondary, (graduation activities, hall duty, assemblies, etc.) Additional responsibilities of a minor nature for a traveling teacher shall not include activities that require daily monitoring in the building. ~~**See also Article XI – Paragraphs 215, 216, 216a.**~~ ****MEETING OF THE MINDS****

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243. It is understood that teachers are requested to write letters of recommendation for students completing applications for special programs and scholarships. In meeting the demands of the requests, teachers (excluding counselors), **shall receive** ~~will be granted~~ one (1) hour of compensatory time for every ~~five (5)~~ **three (3)** letters of recommendation submitted for students; Teachers requesting compensatory time will be required to submit an electronic copy of each letter to his or her supervisor by the end of each semester. Compensatory time may only be used on days or during non-instruction time or in combination with personal leave days as per paragraph **132** ~~138~~. Compensatory time must be used **on or before the end of the following school year.** ~~in the school year in which it was earned~~**. **8/14/26 MEETING OF THE MINDS****

10/1

REPETITIVE DUTIES

248. Assignments and duties of a repetitive nature which are beyond the description of the school day and which are in excess of the basic professional responsibility shall be compensated in accordance with the extra pay for extra duty policy as set forth in ~~Appendix E~~ **D. **MEETING OF THE MINDS****

RELIEF FROM NON—TEACHING DUTIES

~~260. Where other reasonable means can be implemented, teachers shall not be expected to perform the many quasi-clerical tasks that have become a part of the school program. Examples are collection of monies (e.g., for pictures, shop fees, insurance premiums), milk distribution, typing tests and duplicating educational materials; and the preparation and sending of form letters to parents.~~ ****8/10/26 MEETING OF THE MINDS****

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CLASS SIZE

271. ****8/27/26 GPEA ACCEPTS GPPSS 8/14/26 CLASS SIZE PROPOSAL FOR YEAR 1 OF THE SUCCESSOR COLLECTIVE BARGAINING AGREEMENT ONLY; GPEA YEAR 2 PROPOSAL: (1) YOUNG 5 CLASS SIZE MAXIMUM OF 23 AND STRIVE FOR NUMBER OF 20; (2) 5TH GRADE CLASS SIZE MAXIMUM OF 33. **MEETING OF THE MINDS 8/28/26****

Class	Class Size Maximum	Strive for Number
Young 5s	24	22
Kindergarten	~~27~~ **26**	~~25~~**24**
1st – 2nd	~~29~~**28**	~~27~~**26**
3rd – 4th	30	27
5th	35	30
6th – 12th	35	32
Secondary PE	40	38
Secondary Band/Orchestra	40	38
5th – 6th Choir	**38**	**36**
7th – 12th ~~Secondary~~ Choir	50	48

275. Students with special learning needs are mainstreamed in order to provide them with the least restrictive educational environments as required by law. The Board agrees to make an effort to schedule special education students taking into consideration the size of the class, the composition of the class, the type of class, and the specific instructional needs of the students The Board further agrees to have certified consultants available to assist teachers with suggestions for appropriate instructional methods and provide supplementary materials of instruction within budgetary limitations. It also agrees to provide in-service and/or training opportunities designed to assist teachers in improving the understandings and skills needed to work effectively with mainstreamed and medically fragile children. **SEE LOA RE: SPECIAL EDUCATION STUDENT PLACEMENT AND GENERAL EDUCATION TEACHER SUPPORTS 26-29**

PAY FOR UNUSED INDIVIDUAL ROLL BANK DAYS

291. Effective with the ~~2024/2025~~ **2026/2027** school year, teachers will be compensated ~~$75~~ **$150** per day for all unused PTO, Individual Leave Bank, Personal Business, and 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 teacher.

ARTICLE XIII
REDUCTION OF PROFESSIONAL STAFF

TEACHERS ON LEAVE

333. In the event of a reduction in staff, any teacher on approved ~~general~~ leave **of absence** shall be considered in the same status as an actively employed ~~tenure~~ teacher. Approved leaves of absence and their extensions past or future shall not constitute a break in service. Time on ~~general~~ leave**s of absence** shall count for

seniority purposes for only those leaves listed in Paragraph 174 and for the Association President. Seniority credit shall not accumulate for any period a teacher is eligible to receive long term disability insurance benefits under Appendix C of this Agreement. ****7/14/26 MEETING OF THE MINDS****

340. If the Board determines that further reductions in staff are necessary than can be accomplished by the procedures listed above tenure teachers and/or employees not eligible for tenure who have completed a period of probation shall be laid off as follows: Bargaining unit members shall be laid off based on "Most Qualified" criteria as defined below; provided that such teachers who are retained are adequately certified for the positions they are to fill.

a. Bargaining unit members in the lowest overall evaluation category (Effective, Developing, Needing Support). Bargaining unit members within each category shall be considered equal regardless of final evaluation score.

b. The bargaining unit member with the least years of experience in the grade level (elementary) or subject (secondary) shall be reduced. **Grade level credit for teaching in grades Y5-4 shall count towards "elementary."** For bargaining unit positions that do not require certification, years of experience shall be defined as years of experience in that position (for example: counselor, Speech and Language Pathologist, Social Worker); ****7/14/26 MEETING OF THE MINDS****

c. If two (2) or more bargaining unit members share the same years of experience as defined in (b) above, the bargaining unit member with the least length of service within the bargaining unit as defined by their Seniority List Ranking. 9/30

344. FRINGE BENEFITS—When a teacher is laid off in a necessary reduction of staff, insurance benefits provided in this Agreement for him/her shall terminate as specified in Appendix **C** ~~D~~ hereof. Other fringe benefits shall terminate on the last duty day of such employee. A laid off teacher shall not advance on the salary schedule during any period when not actively employed. 9/30 ****MEETING OF THE MINDS****

GENERAL PROVISIONS

346. When reduction of staff is necessary, all requested unpaid ~~general~~ leaves of absence for any reasonable purpose shall be granted by the Board if a suitable replacement is available. ****7/14/26 MEETING OF THE MINDS**** 9/30

ARTICLE XIV

SUMMER SCHOOL

SUMMER SCHOOL SALARY SCHEDULE

359. Effective **October 1, 2026** ~~in 2005~~, the summer school rate shall be ~~$28.79~~ **the Professional Work rate (as provided in Appendix D)** per hour. ****7/21/26 MEETING OF THE MINDS****

ARTICLE XV

SALARY

SALARY SCHEDULES

362. The salary schedules of teachers covered by this Agreement, and conditions governing such schedules, are set forth in Appendix B of this Agreement which is attached hereto and made a part hereof.

364. The salary schedule authorizes payment to teachers for hours of credit exceeding the bachelor's or the master's degree. To be recognized, credits must have been earned subsequent to the award of the bachelor's degree. For teachers whose initial employment begins after August 31, 1981, credits beyond the bachelor's degree must have been earned subsequent to the award of the bachelor's degree and credits beyond the master's degree must have been earned subsequent to the award of the master's degree. **To the extent that this Paragraph is inconsistent with Paragraph 227, Paragraph 227 shall control. **6/18/26 MEETING OF THE MINDS****

365. Only those persons holding a graduate degree based upon five (5) or more years of college credit may be placed on the master's degree schedule for salary purposes: except that, the Superintendent of Schools is authorized to recognize educational training beyond the bachelor's degree, which has not led to a graduate degree, for placement on the master's degree schedule. This training must involve time equivalent to a full year of college and be reasonably applicable to increasing the competence of the teacher in his/her present job. **To the extent that this Paragraph is inconsistent with Paragraph 227, Paragraph 227 shall control. **6/18/26 MEETING OF THE MINDS****

366. When a university program requires more than 30 hours for a Master's Degree, it shall be counted as follows:

(1)	30 to 44 hours	Same as M.A.
(2)	45 to 59 hours	Same as M.A.+15
(3)	60 plus hours	Same as M.A.+30

To the extent that this Paragraph is inconsistent with Paragraph 227, Paragraph 227 shall control. **6/18/26 MEETING OF THE MINDS**

370 Non-college credit workshops not sponsored by The Grosse Pointe Public School System but which meet the school system's standards **(as outlined in the Professional Development Manual)** shall be given credit for advancement on the salary schedule or change in the level of training when they are related to the teacher's assignment or provide additional training in a category for which local qualification is held. However, such workshops must have the prior approval of the Director of Human Resources or other designated

administrator(s). **To the extent that the Professional Development Teacher Manual is inconsistent with this collective bargaining agreement, the collective bargaining agreement shall control. **7/16/26 MEETING OF THE MINDS****

****PROPOSAL NOTE: THE PROPOSED CHANGES TO PARAGRAPH 370 ABOVE ARE MADE IN ACCORDANCE WITH LOA RE ARTICLE XV – SALARY, RECOGNITION OF ADDITIONAL TRAINING AND LONG SERVICE INCREMENTS REQUIREMENTS EXECUTED ON MAY 22, 2026**

374. All college credit courses taken for advancement on the salary schedule or a change in the level of training must be related to the teacher's assignment, or be part of a degree program in education, or apply toward certification and/or local qualification in a subject area, or provide additional training in a category for which local qualification is held. Moreover, all such courses must be at the graduate level and taken from ~~an NCATE~~ **a CAEP** approved institution or institutions with recognized teacher preparation programs. **Should CAEP be renamed, GPPSS and GPEA shall reconvene to update the accreditation. **6/18/26 MEETING OF THE MINDS****

****PROPOSAL NOTE: THE PROPOSED CHANGES TO PARAGRAPH 374 ABOVE ARE MADE IN ACCORDANCE WITH LOA RE ARTICLE XV – SALARY, RECOGNITION OF ADDITIONAL TRAINING AND LONG SERVICE INCREMENTS REQUIREMENTS EXECUTED ON MAY 22, 2026**

BASE SALARY ~~2024/2025~~ 2026/2027, 2027/2028 and 2028/2029

382 a. Appendix B will be changed as follows:

2026/2027 SCHOOL YEAR

The 2025/2026 Salary Schedule shall be changed as follows retroactive to the commencement of the 2026/2027 school year:

1. **Step B shall be eliminated;**
2. **All bargaining unit members shall move from their 2025/2026 step to the same step number on the new Step 1-15 smoothed 2026/2027 Salary Schedule. See Appendix B-1;**
3. **All eligible bargaining unit members shall advance one step on the 2026/2027 Salary Schedule. See Appendix B-1;**
4. **Bargaining unit members on Step B as of the conclusion of the 2025/2026 school year shall receive an off schedule one-time non ORS reportable bonus payment in the amount of $1000.00 to be paid in the 2nd payroll following ratification of this Agreement;**
5. **Bargaining unit members on Step 15 as of the conclusion of the 2025/2026 school year shall receive an off schedule one-time non ORS reportable bonus payment in the amount of $2500.00 to be paid in the 2nd payroll following ratification of this Agreement;**
6. **All bargaining unit members whose step on the 2026/2027 Salary Schedule is less than the amount of the step advancement that they would have received based on the 2025/2026 Salary Schedule shall receive an off-schedule payment, as set forth in Appendix B-2, that is ORS reportable. The off-schedule payment is intended to**

be reportable compensation pursuant to MCL 38.1303a(2) and is salary for services performed as a public school employee and teacher. Further, if ORS does not consider this as salary, the intent is that this payment is considered an "other payment" in Section 4.04 of the ORS RIM available on the ORS website as of 9/30/26. Said payment shall be made in the regular payroll and spread throughout the school year.

7. Bargaining unit members who do not receive an on schedule 3% increase, including step advancement, shall receive an off schedule payment to guarantee a minimum 3% increase that is ORS reportable as set forth on Appendix B-2. The off-schedule payment is intended to be reportable compensation pursuant to MCL 38.1303a(2) and is salary for services performed as a public school employee and teacher. Further, if ORS does not consider this as salary, the intent is that this payment is considered an "other payment" in Section 4.04 of the ORS RIM available on the ORS website as of 9/30/26. Said payment shall be made in the regular payroll and spread throughout the school year.
8. Bargaining unit members on Step 14 and Step 15 as of the conclusion of the 2025/2026 school year shall receive an additional $1,000.00 off schedule payment that is ORS reportable. The off-schedule payment is intended to be reportable compensation pursuant to MCL 38.1303a(2) and is salary for services performed as a public school employee and teacher. Further, if ORS does not consider this as salary, the intent is that this payment is considered an "other payment" in Section 4.04 of the ORS RIM available on the ORS website as of 9/30/26. Said payment shall be made in the regular payroll and spread throughout the school year. See Appendix B-2;
9. The shaded grandfathered lanes in the 2024/2026 GPPSS/GPEA collective bargaining agreement shall be eliminated. Bargaining unit members currently on the shaded grandfathered lanes shall be moved to the next higher lane; ie, bargaining unit members on BA+30 lane shall move to MA lane; bargaining unit members on MA+10 shall move to MA+15 lane; bargaining unit members on MA+20 shall move to MA+30 lane; bargaining unit members on MA+50 shall move to MA+60.

<u>2027/2028 SCHOOL YEAR</u>

At the commencement of the 2027/2028 school year:

1. All eligible bargaining unit members shall advance one step on the 2026/2027 Salary Schedule;
2. The 2026/2027 Salary Schedule shall be increased by 2.5% on schedule. See Appendix B-1
3. All bargaining unit members shall receive an off schedule 0.5% increase that is ORS reportable. The off-schedule payment is intended to be reportable compensation pursuant to MCL 38.1303a(2) and is salary for services performed as a public

school employee and teacher. Further, if ORS does not consider this as salary, the intent is that this payment is considered an "other payment" in Section 4.04 of the ORS RIM available on the ORS website as of 9/30/26. Said payment shall be made in the regular payroll and spread throughout the school year. See Appendix B-2 and B-3;

4. **All bargaining unit members whose step on the 2027/2028 Salary Schedule is less than the amount of the step advancement that they would have received based on the 2025/2026 Salary Schedule shall receive an off schedule payment that is ORS reportable as set forth in Appendix B-2. The off-schedule payment is intended to be reportable compensation pursuant to MCL 38.1303a(2) and is salary for services performed as a public school employee and teacher. Further, if ORS does not consider this as salary, the intent is that this payment is considered an "other payment" in Section 4.04 of the ORS RIM available on the ORS website as of 9/30/26. Said payment shall be made in the regular payroll and spread throughout the school year.**
5. **Bargaining unit members on Step 14 and Step 15 as of the conclusion of the 2025/2026 school year shall receive an additional $1,000.00 off schedule payment that is ORS reportable. The off-schedule payment is intended to be reportable compensation pursuant to MCL 38.1303a(2) and is salary for services performed as a public school employee and teacher. Further, if ORS does not consider this as salary, the intent is that this payment is considered an "other payment" in Section 4.04 of the ORS RIM available on the ORS website as of 9/30/26. Said payment shall be made in the regular payroll and spread throughout the school year. See Appendix B-2;**

2028/2029 SCHOOL YEAR

At the commencement of the 2028/2029 school year:

1. All eligible bargaining unit members shall advance one step;

2. The 2028/2029 Salary Schedule shall be increased by 3% on schedule. See Appendix B-1.

b. Lane Progression and Longevity: Teachers eligible for lane progression and/or longevity changes per the current CBA will receive those compensation changes.

~~a. Step Progression and Salary Schedule Changes:~~

~~(i) Step Advancement effective at the commencement of the 24/25 school year.~~

~~(i) 2% on schedule effective at the commencement of the 24/25 school year.~~

~~(ii) Step Advancement effective at the commencement of the~~

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~~25/26 school year.~~

~~(iii) 2% on schedule effective at the commencement of the 25/26 school year.~~

~~b. Lane Progression and Longevity: Teachers eligible for lane progression and/or longevity changes per the current CBA will receive those compensation changes.~~

LONGEVITY SCHEDULE

8/16/26

b. 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**

387. For purposes of longevity pay, years of service in Grosse Pointe shall mean seniority. In addition, prior full years of Grosse Pointe teaching experience which do not qualify for seniority will be counted for longevity purposes. For teachers initially employed prior to September 1, 1981, "recognized service" means Grosse Pointe seniority, and prior full years of Grosse Pointe teaching experience which do not qualify for seniority, and other outside experience for which credit has been granted on the salary schedule. For teachers employed on or after September 1, 1981, "recognized service" means Grosse Pointe seniority and prior full years of Grosse Pointe teaching experience which do not qualify for seniority. ****GPEA PROVIDES NOTICE OF APPLICATION OF THE LANGUAGE AS WRITTEN; IE, NO PRORATION OF LONGEVITY.**

8/16/26

REQUIREMENTS FOR LONG SERVICE INCREMENTS

388. ~~To be eligible for a long service increment, a teacher must complete three (3) semester hours of college coursework or equivalent workshop hours in accordance with the standards set forth in Paragraphs 370-371 during the five year period immediately preceding the period of eligibility for such benefits or for an increased benefit. To be considered for long service increment, a teacher must apply for this compensation change by October 1: provided however, an exception to this deadline will be made when a regular summer session of a recognized college or university extends past this date, but in no case will proof of credit be accepted for retroactive changes in salary status after November 1st.~~ ****6/18/26 MEETING OF THE MINDS****

****PROPOSAL NOTE: THE PROPOSED CHANGE TO PARAGRAPH 388 ABOVE ARE MADE IN ACCORDANCE WITH LOA RE ARTICLE XV – SALARY, RECOGNITION OF ADDITIONAL TRAINING AND LONG SERVICE INCREMENTS REQUIREMENTS EXECUTED ON MAY 22, 2026**

389. ~~Teachers not eligible for long service increments due to failure to meet the standards set forth in Paragraphs 387-388 must meet these standards before long service payments will be made~~. **6/18/26 MEETING OF THE MINDS**

390. ~~Teachers eligible for a change in long service increments who have not met the standards set forth in Paragraphs 387-388 will continue to receive the increment which most closely approximates the increment received in the prior year.~~ **6/18/26 MEETING OF THE MINDS**

391. ~~The satisfactory completion of the equivalent of three (3) semester hours of workshops of the type set forth in Paragraphs 370-371. The hours of participation in these workshops shall be accumulative, and each unit of twenty (20) such hours shall be considered the equivalent of one (1) semester hour~~.**6/18/26 MEETING OF THE MINDS**

392. ~~The Board, may disallow credits which do not meet the standards above. Any decision disallowing credits may be appealed through Steps 3 and 4 of the grievance procedure.~~ **6/18/26 MEETING OF THE MINDS**

INSURANCE BENEFITS – PARAGRAPH 400

**PROPOSAL NOTE:

THE CURRENT NEGOTIATED AGREEMENT INCLUDES ONE TRADITIONAL DEDUCTIBLE PPO PLAN. DURING OUR 5/28/26 BARGAINING SESSION, GPEA REQUESTED THAT THE DISTRICT OBTAIN QUOTES FOR ADDITIONAL PLANS SIMILAR TO THE 3 MESSA PLANS SHARED BY GPEA AT THE 5/28/26 BARGAINING SESSION INCLUDING HIGH DEDUCTIBLE HSA ELIGIBLE PLANS. GPEA ALSO REQUESTED THAT THE DISTRICT CONSIDER ENHANCMENT OF DENTAL AND VISION BENFITS WHICH HAVE NOT BE CHANGED IN MANY YEARS. THE DISTRICT ADVISED THAT IT WILL NOT BE ABLE TO PROVIDE PROPOSED NEW INSURANCE PLANS AND RATES UNTIL LATE AUGUST.

ON 6/25/26, THE DISTRICT PROPOSED CHANGING THE DEDUCTIBLE FROM $250/$500 TO $500/$1000 AND INCREASING THE CO-INSURANCE OUT OF POCKET MAXIMUM FROM $500/$1000 TO $2000/$4000. IN RESPONSE TO QUESTIONS FROM THE GPEA, THE DISTRICT ADVISED THAT ITS PROPOSED CHANGE WOULD SAVE THE DISTRICT $500,000 ANNUALLY. THE DISTIRCT WAS UNABLE TO PROVIDE THE INCREASED/DECREASED COST OF ITS PROPOSED PLAN TO GPEA BARGAINING UNIT MEMBERS.

****8/14/26 MEETING OF THE MINDS**GPEA PROPOSES THAT THE PARTIES AGREE TO A BENEFIT REOPENER SUBJECT TO THE FOLLOWING TERMS AND CONDITIONS: (1) THE PARTIES AGREE TO MEET NO LATER THAN OCTOBER 15, 2026 TO BEGIN BARGAINING THE BENEFIT REOPENER; (2) THE BENEFIT REOPENER SUBJECTS OF BARGAINING SHALL INCLUDE ALL TERMS AND CONDITIONS SET FORTH IN APPENDIX C; (3) NEGOTIATED CHANGES, IF ANY, INCLUDING INSURANCE PLANS SHALL BE IMPLEMENTED EFFECTIVE JANUARY 1, 2027.**

During the term of this Agreement, the Board will provide the insurance benefits set forth in Appendix ~~E~~ **C** hereto. ***MEETING OF THE MINDS****

COMPENSATION FOR PROFESSIONAL GROWTH

403. Courses and workshops which are sponsored by the Department of Curriculum, Instruction and Assessment but do not carry college credit shall be recognized as additional training; however, staff members shall not be entitled to any reimbursement for such courses. Hours of participation in these workshops shall be accumulative, and each unit of twenty (20) such hours shall be considered the equivalent of one (1) semester hour of training. Participation shall be determined by attendance procedures under the direction of the Department of Curriculum, Instruction and Assessment. Teachers shall receive workshop hours in accordance with the standards and requirements set forth in Paragraphs 364 to 375 for long service increment purposes, except that teachers on the MA+60 ~~or PhD~~ lanes may choose to receive remuneration at the rate of $40.00 per hour in lieu of workshop hours.** **MEETING OF THE MINDS****

415. Effective 2013-14 E.P.E.D. compensation for activities that are seasonal shall be paid in two installments per season with the final payment being provided to the teacher after the completion of the season. For example, the Freshman Girls Basketball coach shall receive his/her E.P.E.D. pay in two equal installments. One installment shall be paid in the first pay period of the season. The final installment shall be in a regular pay within 28 days following the completion of the season. E.P.E.D. assignments that are year- long, such as class sponsorships, shall be paid over 26 pays.

a. The District agrees that beginning with the 2024-25 school year, with an administration approval the District will provide an additional stipend of $100 **per night** for teachers who supervise students which include staying overnight with respect to District sanctioned school activities, such overnight camps, performing arts activities, sport games, and academic competitions. Such an additional stipend is subject to express Board approval. ****8/14/26 MEETING OF THE MINDS****

ARTICLE XVI

EXTRA PAY FOR EXTRA DUTY (EPED)

DEFINITION OF DISTRICT DEPARTMENTS

419. North End ~~K-12~~ **Y5-12** schools are North High School, Parcells Middle School, Ferry, Mason and Monteith Elementary Schools and (when applicable) Barnes School. South End ~~K-12~~ **Y5-12** schools are South High School, Brownell and Pierce Middle Schools, Defer, Kerby, Maire and Richard and Elementary Schools. ****6/18/26 MEETING OF THE MINDS****

420. North End ~~6-12~~ **5-12** schools are North High School and Parcells Middle School. South End ~~6- 12~~ **5-12** schools are Brownell and Pierce Middle Schools and South High School. ****6/18/26 MEETING OF THE MINDS****

421. ~~K-12~~ **Y5-12** North/South departments served by two Department Chairperson positions shall include: Modern and World Languages. ****6/18/26 MEETING OF THE MINDS****

422. Grade ~~K-12~~ **Y5-12** departments served by a single Department Chairperson position shall include: Library. ****6/18/26 MEETING OF THE MINDS****

423. District wide ~~6-12~~ **5- 12** departments served by single Department Chairperson positions shall include Art and Business/Technology/Industrial Technology. ****6/18/26 MEETING OF THE MINDS****

424. Grade ~~6-12~~ **5-12** North/South departments served by two Department Chairperson positions shall be defined as follows: Performing Arts (music, drama and TV production), Life Skills and Physical Education. ****6/18/26 MEETING OF THE MINDS****

425. Grade ~~6-12~~ **5-12** counseling Department Chairpersons shall be represented by 1 North, 1 South and 1 Middle School Department Chair. ****6/18/26 MEETING OF THE MINDS****

DEFINITION OF ELEMENTARY TEACHER LEADER POSITIONS

426. Elementary Department Chairpersons shall be defined as follows:

a. Grade ~~K-5~~ **Y5-4** departments for which coordinators may be appointed shall be defined as follows: Art, Music, Physical Education, and Reading Specialists. ****6/18/26 MEETING OF THE MINDS****

b. Teacher-in-Charge: Schools may have a Teacher-in-Charge who will supervise the building during short principal absences and will help with other management responsibilities.

c. Elementary Grade Level Content Leaders: The Administration may appoint elementary leaders for core content areas (Language Arts, Math, Science, and Social Studies) at the elementary level whose responsibility will be to support teachers at their grade level and work with the district's curriculum and instructional implementation process to improve student learning.

APPOINTMENT, TERM, NUMBER OF DEPARTMENTS

429. Chairpersons shall be appointed by the administration for a one-year term. **The Department Chairperson position shall be posted on or before May 1. All qualified candidates shall be interviewed.** ~~Appointments will be made up from a list of at least two department members provided by teachers of each respective department.~~ The appointments shall be made not later than the third week of May. The term of office shall be from the day after the last teacher duty day of the school year through the last teacher duty day of the new year. The time between the appointment and the end of the school year shall be considered an unpaid training session for new chairpersons. . ****8/14/26 MEETING OF THE MINDS***

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430. A chairperson may be appointed in each of the departments listed in Paragraphs 416-426 subject to the limitations set forth in Appendix D. Department chairpersons and coordinators will be remunerated at the rates set forth in Appendix D.

COORDINATING PERIOD FOR HIGH SCHOOL CHAIRPERSONS

435. High School Chairpersons of ~~6-12 and K-12~~ **Y5-12 and 5-12** departments shall have a duty-free Professional Responsibility/Teaming/School Service Time period. Teachers who co-chair a department shall have a prorated duty-free Professional Responsibility/Teaming/School Service Time period that may be scheduled during the same hour. Chairpersons shall not be assigned any duties during the school day (i.e. monitoring assemblies, etc.) but may be assigned to proctor tests. Chairpersons shall be provided two (2) duty-free days/year for department business. If there are co-chairs, the duty days shall be prorated. ****6/18/26 MEETING OF THE MINDS****

ARTICLE XVI

EXTRA PAY FOR EXTRA DUTY (E.P.E.D.)

ARTICLE XVII

MISCELLANOUS

SUBSTITUTE TEACHERS

GPEA ACCEPTS DISTRICT PROPOSAL TO STRIKE 443a **9/28/26 MEETING OF MINDS**

ARTICLE XXI

DURATION

452. This Agreement and all of its provisions (subject to any provisions hereof which are expressly stated to become effective at the later date) shall become effective August 16, 2026. Notwithstanding the foregoing, however, this Agreement shall not become effective unless and until it is: Ratified **by the Grosse Pointe Education Association, MEA/NEA in accordance with its Constitution and Bylaws;** ~~by a majority of the members of the Bargaining Unit voting at a meeting duly called for such purpose;~~ and, Approved by the Board of Education of The Grosse Pointe Public School System by resolution duly adopted.

453. This Agreement shall continue in full force and effect commencing on ~~August 16, 2024 and ending on August 15, 2026~~ **August 16, 2026 and ending on August 15, 2029. This Agreement will commence September 30, 2026. The exceptions to this date include:**

a. **The paragraphs as otherwise provided in this Tentative Agreement and attached letters of Agreement**

b. **The following paragraphs and provisions which shall be effective August 16, 2026.**

   i. **New Paragraph 93, Article X in its entirely, 195, 201, 220, New**

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APPENDIX A - CALENDAR

~~ELEMENTARY CALENDAR 2024-2025 AND 2025-2026; MIDDLE SCHOOL CALENDAR 2024-2025 AND 2025-2026; HIGH SCHOOL CALENDAR 2024-2025 AND 2025-2026~~

**PROPOSAL NOTE: (1) SEE ATTACHED PROPOSED 3 YEAR CALENDAR

APPENDIX B - ~~CLASSROOM TEACHERS~~ SALARY SCHEDULE

See attached salary schedule and appendix B

APPENDIX C – INSURANCE BENEFITS

**PROPOSAL NOTE:

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APPENDIX D – EXTRA PAY FOR EXTRA DUTY

SEE EPED PROPOSAL

LETTERS OF AGREEMENT

- ROLLOVER OF LOA RE: ARTICLE II – RECOGNITION CLAUSE – SUBSTITUTE TEACHER SIGNED 8/21/24. **8/14/26 MEETING OF THE MINDS**
- Article IX – Rights of the Teacher, Relief from Substitute Responsibility dated 8/21/24 **PROPOSAL: ROLLOVER FOR DURATION OF CBA WITH PROPOSED CHANGES. PLEASE SEE ATTACHED. **9/28/26 MEETING OF THE MINDS***

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- **Article IX – Rights of the Teacher, Absences and Vacancies of Professional Ancillary Staff dated 8/21/24 **PROPOSAL: ROLLOVER FOR DURATION OF CBA WITH PROPOSED CHANGES. **8/14/26 MEETING OF THE MINDS****
- **Article IX – Teaching Conditions, ECSC and Early On Program Staff dated 9/22/26. **9/30/26 MEETING OF THE MINDS****
- **ACT 18 LOA 9/22/26 ***9/28/26 MEETING OF THE MINDS****
- **MIDDLE SCHOOL HOMEROOM 26/27 LOA –**
- **LOA RE: Special Education Student Placement and General Education Classroom Supports 2026-2029**
- **GSRP LOA 2026-2027 **9/28/26 MEETING OF THE MINDS****
- **PROFESSIONAL DEVELOPMENT DAYS LOA 26-29**

2026-27

August 2026						
S	M	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			17

October 2026						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
						22

November 2026						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
						17

December 2026						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		16

January 2027						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						19

February 2027						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						15

March 2027						
S	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
						19

April 2027						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	19

May 2027						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					20

June 2027						
Su	Mo	Tu	We	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			12

Total: 176 student days

Tuesday, October 6, 2026	Middle School/North PSAT
Tuesday, October 13, 2026	South PSAT
Tuesday, January 19, 2027	High School Mid Terms
Wednesday, January 20, 2027	High School Mid Terms
Thursday, January 21, 2027	High School Mid Terms
Friday, January 22, 2027	High School Mid Terms
Wednesday, April 7, 2027	Middle School/North PSAT; North SAT (Early Release 8th Grade)
Wednesday, April 14, 2027	South PSAT; South SAT
Tuesday, May 25, 2027	Senior Exams
Wednesday, May 26, 2027	Senior Exams
Thursday, May 27, 2027	Senior Exams
Friday, May 28, 2027	Senior Exams
Friday, June 11, 2027	High School Final Exams
Monday, June 14, 2027	High School Final Exams
Tuesday, June 15, 2027	High School Final Exams
Wednesday, June 16, 2027	High School Final Exams

176 student days
2 PD count as instructional days
2 PD at start of year
1 classroom prep day at start of year
181 Teacher work days

Calendar Detail

9/1-9/2/2026	Teachers: In-person Professional Development - count as instructional day
9/3/2026	Teachers: Classroom Day
9/7/2026	Labor Day Holiday - No School
9/8/2026	First Day of School (1/2 Day Y5-4, Full day 5-12)
Conferences	See below
10/30/2026	Students: 1/2 day AM. Teachers: Afternoon in-person Professional Development
11/3/2026	Students: No School. Full Day PD count as instructional day
11/25-11/27/2026	Thanksgiving Break
12/23/2026-1/1/2026	Winter Break
1/18/2027	MLK Day. No School
1/22/27	Students: 1/2 Day AM. Teachers: Afternoon Records Day
2/15-2/19/2027	MidWinter Break
Conferences	See below
3/19/2027	Students: 1/2 Day AM. Teachers: Afternoon Comp Time (Elementary only)
3/26/2027	Good Friday- No School
3/26-4/2/2027	Spring Break
4/19/2027	Students: No School. Full Day PD-Online/Remote - count as instructional day
5/31/2027	Memorial Day- No School
6/15-6/16/2027	Students: 1/2 Day AM. Teachers: Afternoon Records Day
6/16/2027	Last Day of School for Students and Teachers
	Number of Student Days per Month
	Full day In Person PD
	Teacher Work Day
	1st Day of School
	PT Conferences
	1/2 Day Professional Development
	Full Day PD-Online - count as instructional day
	Holiday- No School
	Records Day
	Afternoon Comp Time - Elementary Only

43	Q1: 9/8 - 11/6 43 days
43	Q2: 11/9-1/22 43 days
44	Q3: 1/25- 4/9 44 days
46	Q4: 4/12-6/16 46 days
176	
86	First Semester: 9/8/2026-1/22/2027
91	Second Semester: 1/25/2027-6/16/2027
176	**Total Student Days**

	Q1: Grades due: 11/12 @ noon/ Email sent 11/12/ Grades Avail 11/17
	Q2: Grades due: 1/28 @ noon/Email sent 1/28/ Grades Avail 2/2
	Q3: Grades due: 4/15 @ noon/Email sent 4/15 / Grades Avail 4/20
	Q4: Grades due: 6/22 @ noon/ Email sent 6/22/ Grades Avail 6/29

S1: Grades due: 1/28 @ noon/Email sent 1/28 Grades Avail 2/2
S2: Grades due: 6/22@ noon/ Email sent 6/22 Grades Avail 6/29

Conferences	See below
10/7/2026 (ELEM)	Students: Full Day Teachers: Evening Conferences - virtual conferences
10/8/2026 (ELEM)	Students: 1/2 Day AM. Teachers: in person Afternoon and in person evening Conferences
10/14/2026 (MS)	Students: Full Day. Teachers: Evening Conferences - virtual conferences
10/15/2026 (MS)	Students: 1/2 Day AM. Teachers: in person Afternoon and virtual Evening Conferences
10/21/2026 (HS)	Students: Full Day Teachers: Evening Conferences - in person conferences
10/22/2026 (HS)	Students: Full Day Teachers: Evening Conferences - virtual conferences
3/4/2027 (MS)	Students: 1/2 Day AM. Teachers: in person Afternoon and virtual Evening Conferences
3/11/2027 (HS)	Students: Full Day Teachers: Evening Conferences - virtual conferences
3/17/2027 (ELEM)	Students: Full Day. Teachers: Evening Conferences - virtual conferences
3/18/2027 (ELEM)	Students: 1/2 Day AM. Teachers: in person Afternoon and in person evening Conferences

2027-28

August 2027						
Su	M	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

September 2027						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		18

October 2027						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						21

November 2027						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
						18

December 2027						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	15

January 2028						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					20

February 2028						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				16

March 2028						
S	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
						18

April 2028						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						18

May 2028						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			22

June 2028						
Su	Mo	Tu	We	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	10

Total: 176 student days

Tuesday, October 5, 2027	Middle School/North PSAT
Tuesday, October 12, 2027	South PSAT
Tuesday, January 18, 2028	High School Mid Terms
Wednesday, January 19, 2028	High School Mid Terms
Thursday, January 20, 2028	High School Mid Terms
Friday, January 21, 2028	High School Mid Terms
Wednesday, April 5, 2028	Middle School/North PSAT; North SAT (Early Release 8th Grade)
Wednesday, April 12, 2028	South PSAT; South SAT
Tuesday, May 23, 2028	Senior Exams
Wednesday, May 24, 2028	Senior Exams
Thursday, May 25, 2028	Senior Exams
Friday, May 26, 2028	Senior Exams
Friday, June 9, 2028	High School Final Exams
Monday, June 12, 2028	High School Final Exams
Tuesday, June 13, 2028	High School Final Exams
Wednesday, June 14, 2028	High School Final Exams

176 student days
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2 PD at start of year
1 classroom prep day at start of year
181 Teacher work days

Calendar Detail

8/31-9/1/2027	Teachers: In-person Professional Development - count as instructional day
9/2/2027	Teachers: Classroom Day
1/6/2027	Labor Day Holiday - No School
9/7/2027	First Day of School (1/2 Day Y5-4; Full day 5-12)
Conferences	See below
10/29/2027	Students: 1/2 day AM. Teachers: Afternoon in-person Professional Development
11/2/2027	Students: No School. Full Day PD- count as instructional day
11/24-11/26/2027	Thanksgiving Break
12/22/2027-12/31/2027	Winter Break
1/17/2028	MLK Day. No School
1/21/2028	Students: 1/2 Day AM. Teachers: Afternoon Records Day
2/21-2/25/2028	MidWinter Break
Conferences	See below
3/17/2028	Students: 1/2 Day AM. Teachers: Afternoon Comp Time (Elementary only)
3/27-3/31/2028	Spring Break
4/14/2028	Good Friday- No School
4/17/2028	Students: No School. Full Day PD-Online/Remote - count as instructional day
5/29/2028	Memorial Day- No School
6/13-6/14/2028	Students: 1/2 Day AM. Teachers: Afternoon Records Day
6/14/2028	Last Day of School for Students and Teachers

	Number of Student Days per Month
	Full day In Person PD
	Teacher Work Day
	1st Day of School
	PT Conferences
	1/2 Day Professional Development
	Full Day PD-Online - count as instructional day
	Holiday- No School
	Records Day
	Afternoon Comp Time - Elementary Only

43	Q1: 9/7 - 11/5 43 days
43	Q2: 11/8-1/21 43 days
45	Q3: 1/24- 4/7 45 days
45	Q4: 4/10-6/16 45 days
176	
86	First Semester: 9/7/2027-1/21/2028
90	Second Semester: 1/24/2028-6/16/2028
176	**Total Student Days**

	Q1: Grades due: 11/11 @ noon/ Email sent 11/11/ Grades Avail 11/16
	Q2: Grades due: 1/27 @ noon/Email sent 1/27 Grades Avail 2/1
	Q3: Grades due: 4/13 @ noon/Email sent 4/13 / Grades Avail 4/18
	Q4: Grades due: 6/20 @ noon/ Email sent 6/20/ Grades Avail 6/27

S1: Grades due: 1/27 @ noon/Email sent 1/27 Grades Avail 2/1
S2: Grades due: 6/20@ noon/ Email sent 6/20 Grades Avail 6/27

Conferences	See below
10/6/2027 (ELEM)	Students: Full Day Teachers: Evening Conferences - virtual conferences
10/7/2027 (ELEM)	Students: 1/2 Day AM. Teachers: in person Afternoon and virtual Evening Conferences
10/13/2027 (MS)	Students: Full Day. Teachers: Evening Conferences - virtual conferences
10/14/2027 (MS)	Students: 1/2 Day AM. Teachers: in person Afternoon and virtual Evening Conferences
10/20/2027 (HS)	Students: Full Day Teachers: Evening Conferences - in person conferences
10/21/2027 (HS)	Students: Full Day Teachers: Evening Conferences - virtual conferences
3/2/2028 (MS)	Students: 1/2 Day AM. Teachers: in person Afternoon and virtual Evening Conferences
3/9/2028 (HS)	Students: Full Day Teachers: Evening Conferences - virtual conferences
3/15/2028 (ELEM)	Students: Full Day. Teachers: Evening Conferences - virtual conferences
3/16/2028 (ELEM)	Students: 1/2 Day AM. Teachers: Evening Conferences - virtual conferences

2028-29

August 2028						
Su	M	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September 2028						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
						19

October 2028						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
						22

November 2028						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
						18

December 2028						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						16

January 2029						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
						17

February 2029						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			
						15

March 2029						
S	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	18	20	21	22	23	24
25	26	27	28	29	30	31
						17

April 2028						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
						20

May 2028						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
						22

June 2028						
Su	Mo	Tu	We	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
						11

Total: 177 student days

Tuesday, October 10, 2028	Middle School/North PSAT
Tuesday, October 17, 2028	South PSAT
Tuesday, January 23, 2029	High School Mid Terms
Wednesday, January 24, 2029	High School Mid Terms
Thursday, January 25, 2029	High School Mid Terms
Friday, January 26, 2029	High School Mid Terms
Wednesday, April 4, 2029	Middle School/North PSAT; North SAT
Wednesday, April 11, 2029	South PSAT; South SAT
Tuesday, May 22, 2029	Senior Exams
Wednesday, May 23, 2029	Senior Exams
Thursday, May 24, 2029	Senior Exams
Friday, May 25, 2029	Senior Exams
Tuesday, June 12, 2029	High School Final Exams
Wednesday, June 13, 2029	High School Final Exams
Thursday, June 14, 2029	High School Final Exams
Friday, June 15, 2029	High School Final Exams

177 student days
2 PD count as instructional days
2 PD at start of year
1 classroom prep day at start of year
182 Teacher work days

Calendar Detail

8/29-8/30/2028	Teachers: In-person Professional Development - count as instructional day
8/31/2028	Teachers: Classroom Day
9/4/2028	Labor Day Holiday - No School
9/5/2028	First Day of School (Full day Y5-12)
Conferences	See below
10/31/2028	Students: 1/2 day AM. Teachers: Afternoon in-person Professional Development
11/7/2028	Students: No School. Full Day PDcount as instructional day
11/22-11/24/2028	Thanksgiving Break
12/25/2028-1/5/2029	Winter Break
1/15/2029	MLK Day. No School
1/26/2029	Students: 1/2 Day AM. Teachers: Afternoon Records Day
2/19-2/23/2029	MidWinter Break
Conferences	See below
3/16/2029	Students: 1/2 Day AM. Teachers: Afternoon Comp Time (Elementary only)
3/26-3/30/2029	Spring Break
3/30/2029	Good Friday- No School
4/16/2029	Students: No School. Full Day PD-Online/Remote - count as instructional day
5/28/2029	Memorial Day- No School
6/14-6/15/2029	Students: 1/2 Day AM. Teachers: Afternoon Records Day
6/15/2029	Last Day of School for Students and Teachers
	Number of Student Days per Month
	Full day In Person PD
	Teacher Work Day
	1st Day of School
	PT Conferences
	1/2 Day Professional Development
	Full Day PD-Online - count as instructional day
	Holiday- No School
	Records Day
	Afternoon Comp Time - Elementary Only

44	Q1: 9/5 - 11/3 44 days
45	Q2: 11/6-1/26 45 days
45	Q3: 1/29- 4/13 45 days
43	Q4: 4/17-6/15 43 days
177	
89	First Semester: 9/6/2028-1/26/2029
88	Second Semester: 1/29/2029-6/15/2029
177	**Total Student Days**

	Q1: Grades due: 11/9 @ noon/ Email sent 11/9/ Grades Avail 11/14
	Q2: Grades due: 2/1 @ noon/Email sent 2/1/ Grades Avail 2/6
	Q3: Grades due: 4/19 @ noon/Email sent 4/19 / Grades Avail 4/24
	Q4: Grades due: 6/19 @ noon/ Email sent 6/19/ Grades Avail 6/26

	S1: Grades due: 2/1 @ noon/Email sent 2/1 Grades Avail 2/6
	S2: Grades due: 6/19 @ noon/ Email sent 6/19 Grades Avail 6/26

Conferences	See below
10/11/2028 (ELEM)	Students: Full Day Teachers: Evening Conferences - virtual conferences
10/12/2028 (ELEM)	Students: 1/2 Day AM. Teachers: in person Afternoon and virtual Evening Conferences
10/18/2028 (MS)	Students: Full Day. Teachers: Evening Conferences - virtual conferences
10/19/2028 (MS)	Students: 1/2 Day AM. Teachers: in person Afternoon and virtual Evening Conferences
10/25/2028 (HS)	Students: Full Day Teachers: Evening Conferences - in person conferences
10/26/2028 (HS)	Students: Full Day Teachers: Evening Conferences - virtual conferences
3/1/2029 (MS)	Students: 1/2 Day AM. Teachers: in person Afternoon and virtual Evening Conferences
3/8/2029 (HS)	Students: Full Day Teachers: Evening Conferences - virtual conferences
3/14/2029 (ELEM)	Students: Full Day. Teachers: Evening Conferences - virtual conferences
3/15/2029 (ELEM)	Students: 1/2 Day AM. Teachers: Evening Conferences - virtual conferences

Tonya Langlois 9/30/26

9.30.26

APPENDIX B - 1: Salary Schedules for 26/27, 27/28, 28/29

PROPOSED: YEAR 1 (2026/2027)							
Step	**BA**	**BA20**	**MA**	**MA15**	**MA30**	**MA45**	**MA60**
1	$47,829	$49,264	$55,176	$56,280	$57,406	$58,554	$59,725
2	$49,742	$51,234	$57,382	$58,530	$59,701	$60,895	$62,113
3	$51,732	$53,284	$59,678	$60,872	$62,089	$63,331	$64,598
4	$53,801	$55,415	$62,065	$63,306	$64,572	$65,863	$67,180
5	$55,953	$57,632	$64,548	$65,839	$67,156	$68,499	$69,869
6	$58,191	$59,937	$67,129	$68,472	$69,841	$71,238	$72,663
7	$60,519	$62,335	$69,815	$71,211	$72,635	$74,088	$75,570
8	$62,940	$64,828	$72,607	$74,059	$75,540	$77,051	$78,592
9	$65,458	$67,422	$75,513	$77,023	$78,563	$80,134	$81,737
10	$68,076	$70,118	$78,532	$80,103	$81,705	$83,339	$85,006
11	$70,799	$72,923	$81,674	$83,307	$84,973	$86,672	$88,405
12	$73,631	$75,840	$84,941	$86,640	$88,373	$90,140	$91,943
13	$76,576	$78,873	$88,338	$90,105	$91,907	$93,745	$95,620
14	$79,639	$82,028	$91,871	$93,708	$95,582	$97,494	$99,444
15	$82,825	$85,310	$95,547	$97,458	$99,407	$101,395	$103,423

PROPOSED: YEAR 2 (2027/2028) - 2.5% ON SCHEDULE							
Step	**BA**	**BA20**	**MA**	**MA15**	**MA30**	**MA45**	**MA60**
1	$ 49,025	$ 50,496	$ 56,555	$ 57,687	$ 58,841	$ 60,018	$ 61,218
2	$ 50,986	$ 52,515	$ 58,817	$ 59,993	$ 61,194	$ 62,417	$ 63,666
3	$ 53,025	$ 54,616	$ 61,170	$ 62,394	$ 63,641	$ 64,914	$ 66,213
4	$ 55,146	$ 56,800	$ 63,617	$ 64,889	$ 66,186	$ 67,510	$ 68,860
5	$ 57,352	$ 59,073	$ 66,162	$ 67,485	$ 68,835	$ 70,211	$ 71,616
6	$ 59,646	$ 61,435	$ 68,807	$ 70,184	$ 71,587	$ 73,019	$ 74,480
7	$ 62,032	$ 63,893	$ 71,560	$ 72,991	$ 74,451	$ 75,940	$ 77,459
8	$ 64,514	$ 66,449	$ 74,422	$ 75,910	$ 77,429	$ 78,977	$ 80,557
9	$ 67,094	$ 69,108	$ 77,401	$ 78,949	$ 80,527	$ 82,137	$ 83,780
10	$ 69,778	$ 71,871	$ 80,495	$ 82,106	$ 83,748	$ 85,422	$ 87,131
11	$ 72,569	$ 74,746	$ 83,716	$ 85,390	$ 87,097	$ 88,839	$ 90,615
12	$ 75,472	$ 77,736	$ 87,065	$ 88,806	$ 90,582	$ 92,394	$ 94,242
13	$ 78,490	$ 80,845	$ 90,546	$ 92,358	$ 94,205	$ 96,089	$ 98,011
14	$ 81,630	$ 84,079	$ 94,168	$ 96,051	$ 97,972	$ 99,931	$ 101,930
15	$ 84,896	$ 87,443	$ 97,936	$ 99,894	$ 101,892	$ 103,930	$ 106,009

PROPOSED: YEAR 3 (2028/2029) - 3% ON SCHEDULE							
Step	**BA**	**BA20**	**MA**	**MA15**	**MA30**	**MA45**	**MA60**
1	$50,495	$52,010	$58,252	$59,418	$60,606	$61,818	$63,055
2	$52,515	$54,090	$60,581	$61,793	$63,029	$64,290	$65,576
3	$54,616	$56,255	$63,005	$64,266	$65,550	$66,862	$68,199
4	$56,800	$58,504	$65,525	$66,835	$68,172	$69,535	$70,925
5	$59,072	$60,845	$68,147	$69,510	$70,900	$72,318	$73,764
6	$61,435	$63,278	$70,871	$72,289	$73,735	$75,210	$76,714
7	$63,893	$65,810	$73,707	$75,181	$76,684	$78,218	$79,783
8	$66,449	$68,442	$76,655	$78,188	$79,751	$81,347	$82,974
9	$69,107	$71,181	$79,723	$81,317	$82,943	$84,601	$86,294
10	$71,871	$74,027	$82,910	$84,569	$86,260	$87,985	$89,745
11	$74,746	$76,988	$86,227	$87,951	$89,710	$91,504	$93,334
12	$77,736	$80,068	$89,676	$91,470	$93,300	$95,165	$97,069
13	$80,845	$83,270	$93,263	$95,128	$97,031	$98,971	$100,951
14	$84,079	$86,601	$96,993	$98,932	$100,911	$102,929	$104,988
15	$87,442	$90,066	$100,874	$102,891	$104,949	$107,048	$109,189

Tanya Langlois 9/30/26

Kay Bailey 9.30.26

APPENDIX B-2: GPPSS Off Schedule Payment Table subject to MPSERS

	2025-2026 Step #	2026-2027	2026-2027	2026-2027	2026-2027 Total Off Schedule	2027-2028	2027-2028	2027-2028	2027-2028 Total Off Schedule
		Transition	3% Min	Step M		0.50%	Transition	Step M	
BA	9	$167			$167	$363	$1,699		$2,062
BA	10	$3,469			$3,469	$377	$1,920		$2,297
BA	11	$3,761			$3,761	$392	$1,035		$1,427
BA	12	$2,950	$155		$3,105	$408			$408
BA	13	$1,671	$636		$2,307	$424			$424
BA	14		$894	$1,000	$1,894	$424		$1,000	$1,424
BA	15		$2,400	$1,000	$3,400	$424		$1,000	$1,424
BA20	9	$177			$177	$374	$1,582		$1,956
BA20	10	$3,405			$3,405	$389	$1,738		$2,127
BA20	11	$3,634			$3,634	$404	$820		$1,224
BA20	12	$2,793	$159		$2,952	$420			$420
BA20	13	$1,470	$653		$2,123	$437			$437
BA20	14		$668	$1,000	$1,668	$437		$1,000	$1,437
BA20	15		$2,209	$1,000	$3,209	$437		$1,000	$1,437
MA	9				$0	$419	$1,124		$1,543
MA	10	$3,166			$3,166	$435	$1,232		$1,667
MA	11	$3,355			$3,355	$453	$182		$635
MA	12	$2,392	$177		$2,569	$471			$471
MA	13	$894	$726		$1,620	$490			$490
MA	14			$1,000	$1,000	$490		$1,000	$1,490
MA	15		$1,699	$1,000	$2,699	$490		$1,000	$1,490
MA10	13	$148	$668		$816	$499			$499
MA10	14			$1,000	$1,000	$499		$1,000	$1,499
MA10	15		$955	$1,000	$1,955	$499		$1,000	$1,499
MA15	9				$0	$427	$988		$1,415
MA15	10	$3,071			$3,071	$444	$1,042		$1,486
MA15	11	$3,207			$3,207	$462			$462
MA15	12	$2,219	$180		$2,399	$480			$480
MA15	13	$687	$739		$1,426	$499			$499
MA15	14			$1,000	$1,000	$499		$1,000	$1,499
MA15	15		$1,537	$1,000	$2,537	$499		$1,000	$1,499
MA20	15		$99	$1,000	$1,099	$499		$1,000	$1,499
MA30	9				$0	$435	$819		$1,254
MA30	10	$2,944			$2,944	$453	$817		$1,270
MA30	11	$3,025			$3,025	$471			$471
MA30	12	$2,010	$183		$2,193	$490			$490
MA30	13	$442	$751		$1,193	$509			$509
MA30	14			$1,000	$1,000	$509		$1,000	$1,509
MA30	15		$1,270	$1,000	$2,270	$509		$1,000	$1,509
MA45	9				$0	$444	$625		$1,069
MA45	10	$2,793			$2,793	$462	$570		$1,032
MA45	11	$2,823			$2,823	$480			$480

MA45	12	$1,781	$186		$1,967	$500			$500
MA45	13	$174	$764		$938	$520			$520
MA45	14			$1,000	$1,000	$520		$1,000	$1,520
MA45	15		$993	$1,000	$1,993	$520		$1,000	$1,520
MA50	15			$1,000	$1,000	$530		$1,000	$1,530
MA60	9				$0	$453	$385		$838
MA60	10	$2,597			$2,597	$470	$275		$745
MA60	11	$2,573			$2,573	$490			$490
MA60	12	$1,503	$186		$1,689	$510			$510
MA60	13		$583		$583	$530			$530
MA60	14			$1,000	$1,000	$530		$1,000	$1,530
MA60	15		$707	$1,000	$1,707	$530		$1,000	$1,530

Tanya Longhini 9/30/26

APPENDIX B - 3: OFF SCHEDULE 0.5% FOR 2027-2028 subject to MPSERS

PROPOSED: YEAR 2 (2027/2028)							
Step	**BA**	**BA20**	**MA**	**MA15**	**MA30**	**MA45**	**MA60**
1	$245	$252	$283	$288	$294	$300	$306
2	$255	$263	$294	$300	$306	$312	$318
3	$265	$273	$306	$312	$318	$325	$331
4	$276	$284	$318	$324	$331	$338	$344
5	$287	$295	$331	$337	$344	$351	$358
6	$298	$307	$344	$351	$358	$365	$372
7	$310	$319	$358	$365	$372	$380	$387
8	$323	$332	$372	$380	$387	$395	$403
9	$335	$346	$387	$395	$403	$411	$419
10	$349	$359	$402	$411	$419	$427	$436
11	$363	$374	$419	$427	$435	$444	$453
12	$377	$389	$435	$444	$453	$462	$471
13	$392	$404	$453	$462	$471	$480	$490
14	$408	$420	$471	$480	$490	$500	$510
15	$424	$437	$490	$499	$509	$520	$530

Ray Burkey Jr. 9.30.26

See Appendix B-2 for Steps 9-15 Off Schedule Totals

APPENDIX D
E.P.E.D. - EXTRA PAY FOR EXTRA DUTY

ELEMENTARY/MIDDLE/HIGH SCHOOL - Other non-designated EPED positions paid hourly- $40.00 unless an EPED class is established and approved by central office.

PROFESSIONAL WORK - $40.00 PER HOUR - Includes professional development, curriculum development, and other professional-level work.

NON-PROFESSIONAL WORK - $22.00 PER HOUR - Includes work that teachers complete of a non-professional nature, such as game support, packing, etc. Positions shall be awarded on a rotating basis to allow all bargaining unit members an opportunity to fill these positions.

DISTRICT-INITIATED, CO-CURRICULAR & ATHLETICS CLASS (% of $46,000)
Each class represents the % payment of $46,000. **Example: Class 5 = 5% of $46,000 or $2300** **Example: Class 7.5 = 7.5% of $46,000 or $3450**

DISTRICT-INITIATED POSITIONS		
STUDENT SERVICE DEPARTMENT CHAIR LEADERSHIP		
Barnes Early Childhood	Class 5	2300
Teachers of Categorical ASD/CI Programs K-8	Class 5	2300
Speech and Language K-Post High	Class 5	2300
Resource & EI Program K-8	Class 5	2300
Student Services - North + Post High	Class 5	2300
Student Services - South	Class 5	2300
Social Workers and School Psychologists K-Post High	Class 5	2300
Teacher on Special Assignment (TOSA)	Class 10.5	4830

MULTI-LEVEL AND DISTRICT-WIDE DEPARTMENT CHAIR LEADERSHIP		
Art 5-12	Class 9.5	4370
Business/Industrial Technology/Technology/Video Production 5-12	Class 9.5	4370
Counseling 9-12-North	Class 7.5	3450
Counseling 9-12-South	Class 7.5	3450
Counseling 5-8-Middle Schools	Class 7.5	3450
World Language 5-12-North End (previously K-12)	Class 16	7360
World Language 5-12-South End (previously K-12)	Class 16	7360
Library K-12	Class 11	5060
Lifeskills/Health 5-12-North End	Class 5	2300
Lifeskills/Health 5-12-South End	Class 5	2300
Instrumental Music 5-12	Class 9.5	4370
Vocal Music/Drama 5-12	Class 9.5	4370
PE 5-12-North End	Class 5	2300
PE 5-12-South End	Class 5	2300
ELEMENTARY AND DISTRICT-WIDE DEPARTMENT CHAIRS LEADERSHIP Y5/K - 4		
Art	Class 4	1840
Literacy Coach	Class 4	1840
Music	Class 5	2300
Physical Education	Class 4	1840
ELEMENTARY AND DISTRICT-WIDE GRADE LEVEL LEADERSHIP Y5/K - 4		
Language Arts	Class 3.5	1610
Math	Class 3.5	1610
Science	Class 3.5	1610
Social Studies	Class 3.5	1610
ELEMENTARY LEVEL BUILDING LEADERSHIP Y5/K - 4		
Choir	Class 2.5	1150
Safety/Service	Class 6.5	2990
Teacher-In-Charge	Class 6.5	2990
Student Council	Class 3.5	1610

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MIDDLE SCHOOL LEVEL BUILDING LEADERSHIP 5-8		
Athletic Coach	Class 5	2300
Athletic Coordinator	Class 11	5060
Department Chair-English	Class 8.5	3910
Department Chair-Math	Class 8.5	3910
Department Chair-Social Studies	Class 8.5	3910
Department Chair-Science	Class 8.5	3910
Grade Level Leaders (one per grade level)	Class 3.5	1610
Student Government	Class 7.5	3450
National Junior Honor Society	Class 7.5	3450
Yearbook	Class 3.5	1380
Middle School W.E.B.	Class 7.5	3450
HIGH SCHOOL LEVEL BUILDING LEADERSHIP 9-12		
Bookstore (includes summer)	Class 15	6900
Co-op Education Coordinator	Class 5.5	2530
Department Chair-English	Class 16.5	7590
Department Chair-Math	Class 16.5	7590
Department Chair-Social Studies	Class 16.5	7590
Department Chair-Science	Class 16.5	7590
High School Link Crew	Class 11	5060
Literary Publications	Class 4	1840
National Honor Society	Class 4.5	2070
Newspaper-Weekly Publication	Class 11.5	5060
Newpaper-BiWeekly Publication	Class 7.5	3450
Newspaper-Monthly Publication	Class 4.5	2070
Student Government	Class 11.5	5060
Class Advisory	Class 11.5	5060
Yearbook	Class 11.5	5060

CO-CURRICULAR POSITIONS		
Middle School Music Director-Vocal	Class 4.5	2070
Middle School Music Director-Band	Class 4.5	2070
Middle School Music Director-Orchestra	Class 4.5	2070
High School Music Director-Vocal	Class 11	5060
High School Music Director-Band	Class 11	5060
High School Music Director-Orchestra	Class 11	5060
High School Chamber Orchestra	Class 7.5	3450
High School Full Orchestra	Class 7.5	3450
High School Jazz Band	Class 7.5	3450
High School Marching Band	Class 7.5	3450
High School Pep Band	Class 4.5	2070
High School DECA	Class 7.5	3450
High School National Art Honor Society	Class 4.5	2070
Solo & Ensemble	Class 2.5	1150
High School Play Producer	Class 11	5060
Middle School Musical Director	Class 11	5060
Middle School Musical Producer	Class 11	5060
Middle School Musical Music Director	Class 11	5060
High School Musical Director	Class 11	5060
High School Musical Producer	Class 11	5060
High School Musical Music Director-Choir	Class 7.5	3450
High School Musical Music Director-Pit Orchestra	Class 7.5	3450
Middle School Honors Band	Class 2.5	1150
Middle School Honors Orchestra	Class 2.5	1150
*Based on the variance in expectations, additional co-curricular positions can be requested with the EPED Committee. (FCCLA, ProServe, Science Olympiad, Pointe Singer, South Singers, Tower Bells, Aca Fella, CounterPointe, Middle School Play, Summer Music Festival, Summer Choir)		
HIGH SCHOOL ATHLETICS		

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Cheer		
Varsity Head Coach	Class 9.5	4370
Asst. Varsity Coach	Class 6.5	2990
JV Head Coach	Class 6.5	2990
Asst. JV Coach *only if numbers 40+	Class 4.5	2070
Dance		
Varsity Head Coach	Class 11	5060
Cross Country		
Varsity Head Coach	Class 9.5	4370
Asst. Varsity Coach	Class 6.5	2990
Cross Country Asst. JV Coach *only if numbers 40+	Class 6.5	2990
Field Hockey		
Varsity Head Coach	Class 11	5060
Asst. Varsity Coach	Class 7.5	3450
JV Head Coach	Class 7.5	3450
Asst. JV Coach *only if numbers 40+	Class 5.5	2530
Football		
Varsity Head Coach	Class 15.5	7130
Asst. Varsity Coach	Class 11	5060
JV Head Coach	Class 11	5060
Freshman Head Coach	Class 11	5060
Freshman Asst Coach	Class 8	3680
Golf		
Varsity Head Coach	Class 9.5	4370
Asst. Varsity Coach	Class 6.5	2990
JV Head Coach *only if numbers 16+	Class 6.5	2990
Soccer		

R XB

Varsity Head Coach	Class 11	5060
Asst. Varsity Coach	Class 7.5	3450
JV Head Coach	Class 7.5	3450
Asst. JV Coach	Class 5.5	2530
JVB Coach	Class 7.5	3450
JVB Asst Coach *only if numbers 60+	Class 5.5	2530
Swim/Dive		
Varsity Head Coach	Class 14.5	6670
Asst. Varsity Coach	Class 10	4600
Asst. Varsity Coach *only if numbers 40+	Class 7	3220
Dive Coach	Class 10	4600
Tennis		
Varsity Head Coach	Class 11	5060
Asst. Varsity Coach	Class 7.5	3450
JV Head Coach	Class 7.5	3450
Asst. JV Coach *only if numbers 40+	Class 5.5	2530
Volleyball		
Varsity Head Coach	Class 12	5520
Asst. Varsity Coach	Class 8.5	3910
JV Head Coach	Class 8.5	3910
Asst. JV Coach	Class 6	2760
JVB Coach	Class 8.5	3910
JVB Asst Coach *only if numbers 36+	Class 6	2760
Miscellaneous		
Strength and Conditioning Coach	Class 11	5060
All Sport Announcer	Class 11	5060
Basketball		

Varsity Head Coach	Class 15.5	7130
Asst. Varsity Coach	Class 11	5060
JV Head Coach	Class 11	5060
Asst. JV Coach	Class 8	3680
Freshman Head Coach	Class 11	5060
Freshman Asst Coach	Class 8	3680
Unified Basketball		
Varsity Head Coach	Class 7	3220
Competitive Cheer		
Varsity Head Coach	Class 9.5	4370
Asst. Varsity Coach	Class 6.5	2990
JV Head Coach *only if numbers 40+	Class 6.5	2990
Asst. JV Coach	Class 4.5	2070
Figure Skating		
Varsity Head Coach	Class 6	2760
Asst. Varsity Coach *only if numbers 16+	Class 4	1840
Hockey		
Varsity Head Coach	Class 14.5	6670
Asst. Varsity Coach	Class 10	4600
Synchronized Swimming		
Varsity Head Coach	Class 14.5	6670
Asst. Varsity Coach	Class 10	4600
Wrestling		
Varsity Head Coach	Class 12	5520
Asst. Varsity Coach	Class 8.5	3910
JV Head Coach	Class 8.5	3910
Baseball		

Varsity Head Coach	Class 15.5	7130
Asst. Varsity Coach	Class 11	5060
JV Head Coach	Class 11	5060
Asst. JV Coach	Class 8	3680
Freshman Head Coach	Class 11	5060
Freshman Asst Coach	Class 8	3680
Lacrosse		
Varsity Head Coach	Class 11	5060
Asst. Varsity Coach	Class 7.5	3450
JV Head Coach	Class 7.5	3450
Asst. JV Coach *only if numbers 40+	Class 5.5	2530
Sailing		
Varsity Head Coach	Class 11	5060
Softball		
Varsity Head Coach	Class 12	5520
Asst. Varsity Coach	Class 8.5	3910
JV Head Coach	Class 8.5	3910
Asst. JV Coach	Class 6	2760
Freshman Head Coach	Class 8.5	3910
Freshman Asst Coach	Class 6	2760
Track		
Varsity Head Coach	Class 12	5520
Asst. Varsity Coach	Class 8.5	3910
Asst. Varsity Coach *only if numbers 80+	Class 6	2760
Bowling		
Varsity Head Coach	Class 9.5	4370
Asst. Varsity Coach *only if numbers 16+	Class 6.5	2990
Downhill Skiing		

Varsity Head Coach	Class 9.5	4370
Asst. Varsity Coach *only if numbers 16+	Class 6.5	2990
MIDDLE SCHOOL ATHLETICS		
Building Athletic Coordinator	Class 11	5060
Athletic Coach	Class 5	2300
APPROVED BUILDING/STUDENT INITIATED & SERVICE CLUBS		
CLASS 1 (10-15 sessions)	Class 2.5	1150
CLASS 2 (16-20 sessions)	Class 3.5	1610
CLASS 3 (21-30 sessions)	Class 4.5	2070
CLASS 4 (31-40 or weekly sessions)	Class 7.5	3450
CLASS 5 (over 40 or multiple weekly sessions)	Class 11	5060

Letter of Agreement
between the
Grosse Pointe Public School System and
Grosse Pointe Education Association, MEA/NEA
Re: 2026/2027 and 2027/2028 Special Education Staff Assignments

Grosse Pointe Public School System (GPPSS) and the Grosse Pointe Education Association, MEA/NEA (GPEA) recognizing the ongoing challenge of attracting and retaining qualified educators in self-contained classrooms funded through Action 18, hereby agree as follows:

A. All GPEA bargaining unit members who are special education teachers assigned to Act 18 center-based Autism Spectrum Disorder (ASD) and Moderate Cognitive Impairment (MOCI) classrooms including those who are newly assigned/reassigned and newly hired, shall receive additional compensation in the amount of $5,000 for the 2026/2027 and $5,000.00 for the 2027/2028 school year subject to the following terms and conditions.

   1. The additional compensation shall be paid by GPPSS through its normal payroll procedures in bi-weekly paycheck installments and shall be retroactive to the commencement of the 2026/2027 school year.

   2. The additional compensation provided herein shall be prorated for those bargaining unit members who are newly hired or transfer into a position after the beginning of the school year and for those who transfer into a non-eligible position or whose employment is severed prior to the end of the school year.

   3. GPEA bargaining unit members shall not be eligible for the additional compensation provided herein during any unpaid or paid leave of absence in excess of 10 consecutive work days. The additional compensation shall be prorated accordingly.

   4. As the payments herein are in consideration for additional duties and responsibilities assigned to the positions, said payments shall be subject to MPSERS.

B. Paragraph 75 of the parties' 2024/2026 expired collective bargaining agreement (Paragraph xx of the parties' successor 2026/2029 collective bargaining agreement) which requires GPPSS to provide 15 school days notice of the intention to involuntarily reassign or transfer GPEA bargaining unit members shall be suspended for any involuntary reassignment or transfer of GPEA bargaining unit members identified in Paragraph A above; provided however, any GPEA bargaining unit member who is not provided 15 school days notice shall be released from his/her regular duties and provided one preparation day in order to best serve both the students from the assignment that the teacher is leaving and to prepare for the students in the new assignment.

C. The additional compensation provided in this Letter of Agreement is fully funded by the Wayne County Regional Educational Service Agency (Wayne RESA). In the event that

Wayne RESA terminates full funding of the additional compensation provided herein, this Letter of Agreement shall terminate and cease to be effective except for payment of any compensation already earned.

D. This Letter of Agreement shall be subject to ratification by GPEA membership. Absent ratification by GPEA membership, this Letter of Agreement shall have no force nor effect.

E. This Letter of Agreement shall not be considered precedent nor past practice for any purpose.

F. This Letter of Agreement shall be in effect for the 2026/2027 and 2027/2028 school years only.

Dr. Roy Bishop Jr., Superintendent
Grosse Pointe Public School System

Dated: September 30, 2026

Taryn Loughlin, President
Grosse Pointe Education Association, MEA/NEA
Dated: September 30, 2026

Letter of Agreement

between

Grosse Pointe Public School System

and the

Grosse Pointe Education Association, MEA/NEA

Re: 2026/2027 Middle School Homeroom

This Letter of Agreement ("LOA") is entered into between the Grosse Pointe Public School System ("GPPSS" or "District") and the Grosse Pointe Education Association ("GPEA" or "Association") regarding the implementation of Middle School Homeroom for the 2026/2027 school year only. The parties agree to the following:

A. Purpose of Homeroom

1. Middle School Homeroom for Grade 5-8 will provide students with a structured period during the school day designed primarily to support academic success.
2. Homeroom may include opportunities for students to:

    - Work on assignments and other academic responsibilities;
    - Receive assistance from teachers in specific subject areas;
    - Review or complete missing or incomplete coursework;
    - Organize materials and monitor academic progress; and
    - Access additional academic support as appropriate.

3. Homeroom is intended to function in a manner similar to the tutorial period at the high school level. Students are assigned to a room where daily attendance is taken, and time is given for students to work on assignments.

B. Schedule and Duration

1. The Tuesday through Friday schedule shall consist of five (5) teaching periods and a preparation period all of equal length in addition to Middle School Homeroom which shall be 20 minutes in duration.
2. The Monday schedule shall consist of five (5) teacher periods and a preparation period all of equal length. No Homeroom will be scheduled on Mondays.
3. The change in schedule set forth within this LOA shall not extend the contractual student or teacher workday.
4. In light of the addition of Homeroom to Middle School for the 2026/2027 and the 2027/2028 school year, Paragraph 208 of the parties' expired collective bargaining agreement (Paragraph xx of the parties' successor 2026/2029 collective bargaining agreement) shall not be in effect for the duration of this LOA for Middle School only.
5. Only classroom teachers shall be assigned Homeroom.
6. Announcements and Pledge of Allegiance shall be scheduled during Homeroom.

C. Teacher Responsibilities

1. Teachers assigned to Homeroom will provide appropriate supervision and academic support to students during the Homeroom period.

2. Teacher responsibilities may include:

- Attendance reporting and monitoring in accordance with District attendance procedures.
- Provide academic assistance within the teacher's areas of knowledge and expertise;
- Provide students with an appropriate environment for independent academic work; and
- Follow building procedures regarding student movement or access to additional academic supports.

3. Homeroom will not constitute a separate graded course. Teachers shall not be required to create lesson plans, assessments, grades, or report card marks. Teachers will not be expected to develop or deliver a separate graded curriculum specifically for Homeroom.

D. Homeroom Assignments

1. Any teacher who is required by the District to travel between buildings or work locations during the instructional day will not be assigned a Homeroom period.
2. If, due to scheduling or operational needs, the District is unable to provide relief from a Homeroom assignment for a teacher who is required by the District to travel during the instructional day, the teacher will be compensated at prorated $65 per hour rate for the 20 minute period Tuesday - Friday.

E. This Letter of Agreement is specific to the Middle School Homeroom structure described herein and shall not establish precedent regarding other teaching assignments, instructional periods, contractual provisions, or scheduling arrangements.

F. This Letter of Agreement shall not be considered precedent nor past practice for any purpose.

G. Except as specifically modified by this Letter of Agreement, all provisions of the collective bargaining agreement between GPPSS and GPEA remain in full force and effect.

H. This Letter of Agreement shall be in effect for the 2026/2027 and 2027/2028 school years.

Roy Bishop Jr.

Dr. Roy Bishop Jr., Superintendent
Grosse Pointe Public School System

9.30.26
Date

Taryn Loughlin

Taryn Loughlin, President
Grosse Pointe Education Association,
MEA/NEA

9/30/26
Date

Letter of Agreement
Grosse Pointe Public School System
And
Grosse Pointe Education Association, MEA/NEA
Re: Article II – Recognition Clause – Substitute Teachers

In recognition of the teacher shortage, and the request of Grosse Pointe Public Schools System (GPPSS) due to financial considerations, GPPSS and Grosse Pointe Education Association, MEA/NEA (GPEA) hereby agree that:

1. Notwithstanding the Recognition Clause (Article II) of the parties' collective bargaining agreement, GPPSS may directly employ or obtain day to day temporary substitute teachers through a 3rd party provider. Said teachers will not be considered bargaining unit members and therefore their service with GPPSS as a substitute teacher will not be governed by the collective bargaining agreement between GPPSS and the GPEA.

2. Notwithstanding the Recognition Clause (Article II) of the parties' collective bargaining agreement, GPPSS may directly employ or obtain building substitutes through a 3rd party. The number of such building substitutes shall be limited to a maximum of 15 building substitute positions per year. The building substitutes will not be considered bargaining unit members and therefore their service with GPPSS as building substitutes will not be governed by the collective bargaining agreement between the GPPSS and the GPEA.

3. The parties acknowledge that they are not in agreement as to the definition of "contracted substitute teachers."

4. The parties agree that this Letter of Agreement applies only to substitutes used to fill temporary bargaining unit vacancies. GPPSS shall not use day to day substitutes or building substitutes to fill bargaining unit vacancies.

5. The parties agree that this Letter of Agreement does not constitute a waiver, release, discharge, compromise, or otherwise impair the right of either party to pursue any

and all contractual and legal avenues of relief after expiration of this Letter of Agreement.

This Letter of Agreement shall not be considered precedent setting nor may it be used to establish past practice. This Letter of Agreement shall be in effect through August 15, 2029.

For the Association:

Taryn Loughlin, President
behalf of GPEA, MEA/NEA

Dated: 9.30.26

For the District:

Dr. Roy Bishop Jr., Superintendent on
on behalf of GPPSS

Dated: 9.30.26

Letter of Agreement
between

Grosse Pointe Public School System
And
Grosse Pointe Education Association, MEA/NEA

Re: Article IX – Rights of the Teacher
Absences and Vacancies of Professional Ancillary Staff

Grosse Pointe Public Schools System (GPPSS) and Grosse Pointe Education Association, MEA/NEA (GPEA) hereby agree as follows with regard to absences or vacancies in the following positions: Special Education Occupational Therapist, Occupational Therapist, Physical Therapist, School Psychologist, Speech Pathologist, Social Worker and Nurse:

A. In the event of an absence, the Board shall provide the option to another bargaining unit member within the same classification to provide coverage for the absent bargaining unit member's workload at the daily per diem rate of the bargaining unit member who is covering for the absent bargaining unit member.

B. In the event of vacancy, the Board shall provide the opportunity to fill the vacancy to another bargaining unit member within the same classification if reasonably possible to do so. For example, if the there is a .3 FTE occupational therapist vacancy and there is already employed an occupational therapist working at .4 FTE, the District shall offer the .3 FTE position to the currently employed occupational therapist if reasonably possible to do so (it would not be possible to do so, for example, if the vacancy at issue required the employee to work in two different places at the same time).

C. For purposes of this Letter of Agreement, a vacancy shall be defined as a position to which no person has been assigned to work.

D. If a bargaining unit member works beyond the contractual work day as a result of an absence or vacancy of another bargaining unit member within the same classification, the bargaining unit member shall receive additional compensation at his/her daily per diem rate.

This Letter of Agreement shall be in effect for the duration of the 26/27-28/29 contract.

For the Association:

Taryn Loughlin 9/30/26

Taryn Loughlin Date

GPEA Chief Negotiator

For the District:

Dr. Roy Bishop Jr Date 9.30.26

GPPSS Superintendent

Letter of Agreement

Grosse Pointe Public School System

And

Grosse Pointe Education Association, MEA/NEA

Re: Article IX – Rights of the Teacher, Relief from Substitute Responsibility

In recognition of the teacher shortage, GPPSS and Grosse Pointe Education Association, MEA/NEA (GPEA) hereby agree as follows:

1. In addition to $40 per hour paid to teachers who substitute as provided in Section ~~114~~ **105** of the parties' collective bargaining agreement, GPPSS shall provide additional compensation in the amount of $100 for every five times the teacher substitutes during his/her preparation period.

2. In addition to $40 per hour paid to teachers who substitute as provided in Section ~~114~~ **105** of the parties' collective bargaining agreement, GPPSS shall provide additional compensation in the amount of $20 dollars each time a teacher substitutes in a special education classroom during his/her preparation period.

3. Teachers shall be eligible for compensation as provided in Paragraphs 1 and 2 above.

4. Special education teachers who teach additional students in their classrooms set forth below shall receive the additional compensation stated:

a. ASD Categorical Program:

The ASD classroom has a maximum of 7 students. Teachers shall receive an additional $55 per day for each day they have 8-10 students and $110 per day for each day they have 11-13 students. In no event shall more than 13 students be assigned to such classroom.

b. CI (Mild) Categorical Program:

The CI classroom has a maximum of 18 students. Teachers shall receive an additional $55 per day for each day they have 19-26 students and $110 per day for each day they have 27-33 students. In no event shall more than 33 students be assigned to such classroom.

5. All additional payments set forth herein shall be provided in the teacher's regular bi-weekly payroll.

6. This Agreement expires on August 15, 2029. The parties further agree that this Agreement is in recognition of the extraordinary circumstances presented by the substitute teacher shortage and does not establish in any way whatsoever a precedent of any kind.

For the Association:

Taryn Loughlin, President
on behalf of GPEA, MEA/NEA

Dated: 9-30-26

For the District:

Dr. Roy Bishop Jr., Superintendent
on behalf of GPPSS

Dated: 9. 30. 26

LETTER OF AGREEMENT

Grosse Pointe Public School System

and

Grosse Pointe Education Association, MEA/NEA

Re: Article XI – Teaching Conditions

Early Childhood Special Education (ECSE) and Early On Program Staff

The Grosse Pointe Public School System ("GPPSS" or "District") and the Grosse Pointe Education Association, MEA/NEA ("GPEA" or "Association") hereby agree as follows with regard to Early Childhood Special Education (ECSE) and Early On:

A. School Calendar

1. The attached 2026–2027, 2027–2028, and 2028–2029 calendars (Appendix A) shall be implemented.

2. The calendars are designed to meet all State of Michigan instructional day and minimum clock-hour requirements, including:

- 450 annual hours of student instruction for students enrolled in the Early Childhood Program; and
- 72 annual hours of instruction per family enrolled in the Early On program.

- 1098 annual hours of student instruction for students enrolled in the autism spectrum disorder classroom

B. Beginning and Ending of the School Day

1. The teacher duty day shall not exceed seven (7) hours and twenty-three (23) minutes, including lunch.

2. All teachers shall be at their duty station or performing an assigned duty function no later than ten (10) minutes prior to the beginning of the pupil day.

3. Teachers shall not be required to remain more than five (5) minutes after the close of the pupil day, except on specifically designated student-help nights and/or when attendance is required for necessary professional meetings.

C. Lunch

The teacher lunch period shall be at least fifty (50) minutes in length.

D. Teaching Assignment and Preparation Time

1. The normal teaching time shall be 1,670 minutes per week.

2. Preparation time shall normally be not less than 225 minutes per week.

3. All ECSE and Early On teachers shall receive not less than forty-five (45) minutes of preparation time during the teacher duty day.

4. If a teacher does not receive the minimum daily preparation time required under this Agreement during the month in question, the teacher shall be provided one (1) additional hour of preparation time. The manner in which the additional preparation time is provided shall be determined by the building administrator.

E. Collective Bargaining Agreement

Except as otherwise specifically provided in this Letter of Agreement, the 2026–2029 GPPSS/GPEA Collective Bargaining Agreement shall govern all wages, hours, and other terms and conditions of employment for GPEA bargaining unit members assigned to ESCE and Early On programs.

F. Duration

This Letter of Agreement shall remain in effect for the 2026–2027, 2027–2028, and 2028–2029 school years.

Dr. Roy Bishop Jr.
Superintendent
Grosse Pointe Public School System

Dated: September 30, 2026

Taryn Loughlin, President,
Grosse Pointe Education Association,
MEA/NEA

Dated: September 30, 2026

Letter of Agreement
between
Grosse Pointe Public School System
and
Grosse Pointe Education Association, MEA/NEA

Re: Great Start Readiness Program (GSRP)

Grosse Pointe Public School System (GPPSS) and Grosse Pointe Education Association, MEA/NEA (GPEA) hereby agree as follows with regard to the 2026/2027 Great Start Readiness Program (GSRP):

A. Voluntary Recognition.

1. GSRP is a State of Michigan program funded and regulated by the State of Michigan. It provides State-funded tuition free pre-school for four year old children with the purpose of preparing children for kindergarten through hands on learning, play and instruction. The criteria, requirements, and conditions of the program are established by the State of Michigan, with implementation responsibilities by the Wayne County Regional Educational Service Agency (Wayne RESA).

2. Beginning with the 2027/2028 school year, GPPSS will begin operation of the Great Start Readiness Program (GSRP).

3. GPPSS agrees to voluntarily recognize GPEA as the exclusive bargaining representative of the newly created job classification of GSRP Lead Teachers. In accordance therewith, the Recognition Clause of the GPPSS/GPEA collective bargaining agreement (CBA) shall be revised to include GSRP Lead Teachers (Article II, Paragraph 2).

B. Duty to Bargain

1. The parties agree to bargain in good faith regarding the wages, hours and other terms and conditions of employment of GSRP Lead Teachers. Bargaining shall commence no later than October 1, 2026 and the parties shall make every reasonable effort to complete negotiations in an expeditious manner.
2. The parties acknowledge that GSRP Lead Teachers have unique programmatic, funding, scheduling, regulatory, and employment circumstances that may require terms and conditions different from those presently contained in the CBA.
3. Upon the parties reaching an agreement regarding the wages, hours and other terms and conditions of employment of GSRP Lead Teachers, any negotiated wage and compensation increases shall be retroactive to the beginning of the 2026/2027 school year.
4. Notwithstanding the voluntary recognition of the GPEA as the exclusive bargaining representative of GSRP Lead Teachers, the parties agree that the existing provisions of the CBA shall not apply to GSRP Lead Teachers during the period preceding negotiation of the wages, hours and other terms and condition

of employment of GSRP Lead Teachers except as expressly provided in this Letter of Agreement.

5. The parties reserve all rights and positions concerning the appropriate terms and conditions of employment for GSRP Lead Teachers until such time as those matters are resolved through collective bargaining.

C. General Provisions

1. Nothing in this LOA shall constitute a waiver by either party of any statutory right, contractual right, or bargaining obligation under the Michigan Public Employment Relations Act (PERA), except to the extent expressly stated in this LOA.
2. Nothing in this Agreement shall be construed as creating a separate bargaining unit or diminishing the GPEA's status as the exclusive bargaining representative of the newly created GSRP Lead Teacher position.
3. This LOA is intended to address the specific circumstances concerning GSRP Lead Teachers and shall not establish a precedent concerning the application of the CBA to any other position, classification, program, or employee group.
4. This LOA shall not be considered precedent nor past practice for any purpose.
5. This LOA shall remain in effect until the parties have completed bargaining concerning the integration of GSRP Lead Teachers into the bargaining unit and have incorporated the agreed-upon terms into the CBA or otherwise established those terms through a written agreement between the parties. Upon completion of such bargaining, the terms negotiated by the parties shall govern the wages, hours, and other terms and conditions of employment applicable to GSRP Lead Teachers.
6. This LOA constitutes the complete agreement between the parties concerning GPPSS voluntary recognition of the GPEA as the exclusive bargaining representative of GSRP Lead Teachers and supersedes any prior oral or written understanding concerning the matters addressed herein.
7. This LOA shall be in place for the 2026/2027 school year.

Dr. Roy Bishop Jr., Superintendent
Grosse Pointe Public School System

9.30.26
Date

Taryn Loughlin, President, President
Grosse Pointe Education Association, MEA/NEA

9-30-26
Date

LETTER OF AGREEMENT

Between the Grosse Pointe Education Association (GPEA) and the Grosse Pointe Public School System (GPPSS)

PROFESSIONAL DEVELOPMENT DAYS

This Letter of Agreement ("LOA") is entered into between the Grosse Pointe Public School System ("District" or "GPPSS") and the Grosse Pointe Education Association ("Association" or "GPEA") regarding the planning and delivery of professional development during the 2026–2027, 2027–2028, and 2028–2029 school years.

The parties agree to the following:

A. Professional Development Days

1. During each of the 2026–2027, 2027–2028, and 2028–2029 school years, the District will provide four (4) professional development days that count as instructional days.

2. The four (4) professional development days will be structured as follows:

- Two (2) professional development days prior to the start of the student school year. These professional development days will be conducted in person.
- One (1) professional development day in November. This day will be conducted in person.
- One (1) professional development day in April. This day will be conducted virtually.

- The delivery model of the November and April professional development days may be interchanged if the EPLC recommends such a change.

3. The specific dates of the professional development days will be established through the District calendar.

4. Paragraph 195 and 195a of the parties' expired collective bargaining agreement, (Paragraph xx of the parties' successor 2026/2029 collective bargaining agreement) shall remain in full force and effect except as modified in Paragraph A Section 2 above.

B. EPLC Review and Association Consultation

1. The parties recognize the Educational Professional Learning Council (EPLC) as the Board-approved professional learning council for the District.

2. For the November and April professional development days, the District will develop a proposed professional development plan and present the plan to EPLC for review and feedback prior to meeting with the GPEA President. The proposed plan will include the recommended professional learning theme and general topics for each professional development session.

3. The parties agree that the plan for all district provided professional development will include:

- Specific details about times, format and content
- A connection to the GPPSS strategic plan
- A list identifying the groups participating in each session

4. Professional development information, including registration, will be provided to employees no later than 5 days in advance of the professional development day.

5. In the event that the criteria above is not met, the district and the Association shall meet and agree upon a revised professional development plan.

6. Following presentation to EPLC:

- For the November professional development day, the District will meet with the GPEA President no later than the last school day of September of the applicable school year to review the recommended professional learning sessions, topics, structure and feedback from EPLC.
- For the April professional development day, the District will meet with the GPEA President no later than the last school day of February of the applicable school year to review the recommended professional learning sessions, topics, structure, and feedback from EPLC.

C. Delivery Model

1. The two (2) professional development days occurring prior to the start of the student school year will be conducted in person.

2. The delivery model for each session or component of the November and April professional development days will be determined based upon considerations including, but not limited to:

- The content and purpose of the professional learning;
- The platform, program, presenter, or resources being utilized;
- Opportunities for collaboration and engagement; and
- The delivery model that best supports the content and intended outcomes of the professional learning.

D. Except as specifically modified by this LOA, all provisions of the collective bargaining agreement between GPPSS and GPEA remain in full force and effect.

E. Nothing contained in this LOA shall constitute a waiver of either party's rights under the collective bargaining agreement or applicable law.

F. This LOA shall be effective for the 2026–2027, 2027–2028, and 2028–2029 school years and shall expire at the conclusion of the 2028–2029 school year.

G. This Letter of Agreement shall not be considered precedent nor past practice for any purpose.

Roy Bishop Jr.

Dr. Roy Bishop Jr., Superintendent
Grosse Pointe Public School System
Dated: September 30, 2026

Taryn Loughlin

Taryn Loughlin , President
Grosse Pointe Education Association,MEA/NEA
Dated: September 30, 2026

Letter of Agreement
between the
Grosse Pointe Public School System
and the
Grosse Pointe Education Association, MEA/NEA

Re: Special Education Student Placement and General Education Classroom Supports
for the 2026/2027, 2027/2028 and 2028/2029 School Year

This Letter of Agreement ("LOA") is entered into between the Grosse Pointe Public School System ("District") and the Grosse Pointe Education Association, MEA/NEA.

A. Purpose

The parties recognize that placement of students receiving special education services in general education classrooms may impact classroom composition, instructional demands, and learning opportunities necessary to effectively meet the needs of all students. The purpose of this Letter of Agreement is to identify the need to consider student placement in such situations and to identify and provide support as needed to ensure that the needs of all students are met.

B. Classroom Placement and Supports

1. When students receiving special education services are placed in general education classrooms, the District will make reasonable efforts to distribute students in a manner that minimizes the impact on the general education instructional program while supporting appropriate educational opportunities for all students. Such efforts shall include consideration of all facts and circumstances including class size and composition, and student needs.

2. Before October 15, 2026, the District and the Association will meet and review all classroom assignments where students with IEPs, 504s or Y5-4 student evaluations make up more than one third of the class roster that is not a co-taught class. The purpose of the meetings will be to determine whether additional supports are needed. As part of this review, consideration will be given, as appropriate, to:

   - The overall size and composition of the class;
   - The individual and collective needs of students assigned to the classroom;
   - The availability of special education programs, services, and supports in which the students are eligible and meet the criteria for the programs, services or supports;

- Additional adult assistance when appropriate and after review of applicable student data, a plan put in place regarding interventions, and demonstration that less restrictive interventions are not effective.

3. After the initial review as provided in Paragraph 2 above, one or more of the following supports shall be provided:

   - Check-ins every 6-8 weeks to review intervention efficacy to determine if other supports need to be considered. The check-in dates shall be predetermined by GPPSS and GPEA beginning 6 weeks after the initial review.
   - Adjustments to reduce class size or alter student assignments.
   - Personnel supports such as a paraprofessional, teaching coach, behavior therapist school social worker, mental health professional or co-teacher scheduled.
   - In district work days for paperwork and/or meetings.

C. General Provisions

1. Nothing in this LOA alters or supersedes the authority or responsibilities of an Individualized Education Program (IEP) Team regarding an individual student's placement, programs, services, accommodations, or supports.

2. This LOA is intended to address the specific circumstances described herein and shall not establish a precedent or past practice for any purpose.

3. Except as specifically provided in this LOA, all provisions of the collective bargaining agreement between GPPSS and GPEA remain in full force and effect.

4. This LOA shall remain in effect for the 2026/2027, 2027/2028 and 2028/2029 school years.

Roy Bishop Jr.

Dr. Roy Bishop Jr., Superintendent
Grosse Pointe Public School System

9.30.26

Date

Taryn Loughlin

Taryn Loughlin, President, President
Grosse Pointe Education Association, MEA/NEA

9/30/26

Date

Letter of Agreement
between
Grosse Pointe Public School System
and
Grosse Pointe Education Association, MEA/NEA
Re: 2026/2027 Grosse Pointe Public Schools Pilot Virtual School

Grosse Pointe Public School System (GPPSS) and the Grosse Pointe Education Association, MEA/NEA (GPEA) hereby agree as follows:

A. GPPSS represents that the circumstances leading to this Letter of Agreement are as follows. During the past several years GPPSS has lost students to online learning provided by other entities. For the purpose of reducing student loss, GPPSS has decided to offer a pilot 100% online virtual program for Grade 9 -12 for the 2026/2027 school year.
B. The parties recognize that the GPEA is the sole and exclusive bargaining representative for all certified and other professional personnel providing instruction and professional support to GPPSS students. (see Article II, Paragraph 2 of the current GPPSS/GPEA collective bargaining agreement (CBA).
C. In order to support GPPSS's efforts to not lose students because of student preference for 100% online learning, the parties agree that GPPSS may use a third party online virtual provider to serve as the Teacher of Record for Grade 9-12 students enrolled in the GPPSS 2026/2027 Pilot Virtual School (GP VS) for the purpose of delivering curriculum and instruction subject to the specific terms and conditions set forth in this Letter of Agreement.
D. GPPSS represents the parameters and structure of GP VS as follows:
    1. Eligibility for enrollment is limited to Grade 9-12 students residing within GPPSS boundaries who are currently enrolled in outside virtual programs or enrolled in other districts and who seek 100% virtual learning.
    2. GP VS requires 100% virtual learning and therefore students may not enroll as less than 100% full-time equivalent (FTE).
    3. In person "drop in support" shall not be available to students enrolled in GP VS.
E. Grosse Pointe Virtual School Mentors.
    1. Mentors will serve as professional support to all GP VS students.
    2. Mentor positions are exclusive GPEA bargaining unit work.
    3. Mentor positions shall be considered Extra Duty/Extra Pay positions (EPED)
    4. Mentor vacancies shall be posted and filled as provided in the current GPPSS/GPEA collective bargaining agreement.
    5. Mentor job duties and responsibilities shall include: (a) monitoring student progress; (b) communicating with students/families; (c) connecting students to

support; (d) monitoring student engagement and attendance; (e) coordinating with GPPSS Administration as needed.

6. Mentors shall not be responsible for curriculum development or content delivery as it is provided through the third party online virtual provider.
7. Mentor Work Hours and Expectations
   a. Mentor work shall be completed during preparation period, lunch, before or after school or other non-instructional time;
   b. Mentors are not expected to maintain continuous availability outside the contractual work day;
   c. Mentors are expected to respond to student and MVHS family inquiries in a timely fashion.
8. Parent/Teacher Conferences. Parents/other designated family member of students enrolled in GP VS may choose to attend the Mentor's regularly scheduled Parent/Teacher Conferences (see GPPSS/GPEA negotiated 2026/2027 calendar for Parent/Teacher Conference dates).
9. Each Mentor shall be responsible for the GP VS student full virtual courseload. Full virtual courseload is defined as six (6) courses per semester.
10. The maximum number of students for each Mentor per semester shall be ten (10).
11. Compensation shall be: $100 per student, per semester for each virtual learning course. Example: Student A is enrolled in GP VS which requires a full six course schedule. The Mentor compensation for Student A is $600 per semester.
12. Mentor compensation as provided herein shall be paid in the first payroll following the conclusion of each semester. As the Mentor position is an EPED position requiring additional work, the Mentor compensation shall be subject to MPSERS contributions.
13. GPPSS shall provide all technology and other necessary tools to the Mentor including laptop and communication platform.
14. GPPSS shall provide a minimum of one (1) hour technology and other necessary training and professional development to all Mentors. Professional development shall be held during the duty day by GPPSS relieving the Mentor of her/his duty day responsibilities; provided however, (a) in the event that professional development takes place during the preparation period of the Mentor, GPPSS shall provide compensation at the contractual curriculum rate for loss of the Mentor's preparation period; (b) in the event that professional development is not available during the duty day, Mentors shall complete the professional development outside the duty day and GPSS shall provide compensation at the Professional Work rate as provided in the current GPPSS/GPEA collective bargaining agreement (see Appendix D – EPED).

15. Mentors shall be 100% virtual and therefore shall not be required to physically report to GPPSS when performing their job duties and responsibilities.

F. **Professional Ancillary Services.**

1. Consistent with Article II, Paragraph 2 of the current GPPSS/GPEA collective bargaining agreement, GPEA bargaining unit members are the exclusive provider of professional ancillary services to students enrolled in GP VS. Such professional ancillary services include, but are not limited to: nurses, school psychologists, occupational therapists, physical therapists, speech and language pathologists, social workers.
2. Professional ancillary services shall be performed during the duty day. In the event that services can not be performed during the duty day because of student need **or professional ancillary staff caseload and schedule,** the bargaining unit member shall seek prior authorization from her/his direct Supervisor and shall be compensated at the per diem rate of the GPEA bargaining unit member. Such additional compensation shall be paid in the first payroll after the conclusion of each semester.
3. GPPSS shall provide all necessary technology and other tools necessary to professional ancillary staff including laptop and communication platform.
4. Professional Ancillary duties and services shall be 100% virtual, unless an IEP review determines services need to be in person to meet student need(s). **In person student services shall be subject to Paragraph 2 above.**
   The GP VS caseload of Professional Ancillary staff shall not exceed five (5) students per semester.
5. **GP VS students shall be included in bargaining unit member's caseload.**

G. **School Counselor**

1. Consistent with Article II, Paragraph 2 of the current GPPSS/GPEA collective bargaining agreement, GPEA bargaining unit members are the exclusive provider of school counselor services.
2. Counseling services shall be performed during the duty day. In the event that services can not be performed during the duty day because of student need, the bargaining unit member shall seek prior authorization from her/his direct Supervisor and shall be compensated at the professional rate in accordance with paragraph 213 Teaching Assignment - Counselors of the collective bargaining agreement.
3. **GP VS students shall be included in the bargaining unit member's caseload.**

H. **General Provisions.**

1. Except as otherwise specifically provided herein, the current GPPSS/GPEA collective bargaining agreement shall govern the wages, hours and other terms and conditions of employment of GPEA bargaining unit members who provide professional instructional and support services to GP VS students.
2. On or before the last day of every month beginning September 2026, GPPSS shall provide to GPEA the following data regarding GP VS: (1) the number of student FTEs enrolled by grade level and course; (2) the number of total students enrolled; (3) Mentor name and specific assignment including the number students and student FTEs assigned to the Mentor; (4) Professional Ancillary Staff GP VS student caseload and number of hours of duty day and outside duty services to GP VS students; (5) Counselor GP VS caseload and number of hours of duty day and outside duty day services to GP VS students.
3. This Letter of Agreement shall expire on 6/30/27 and shall not be considered precedent nor past practice for any purpose.

Moussa Hamka,
Assistant Superintendent
Grosse Pointe Public School System
Dated: August 14, 2026

Taryn Loughlin, President
Grosse Pointe Education Association,
MEA/NEA
Dated: August 14, 2026