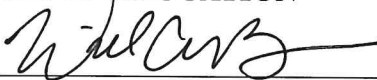


**MEMORANDUM OF UNDERSTANDING
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
GRAND LEDGE EDUCATION ASSOCIATION/ MEA/NEA**

1. This Memorandum of Understanding (MOU) is developed, approved, and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the "Association").
2. The purpose of the MOU is to explain how and why teachers with no experience hired in 2020 were placed on step five and to clarify the agreed upon intent of the step corrections agreed upon by the District and the Association.
3. In 2020, the District and Association anticipated removing steps 1-4 in the upcoming contract negotiations. Teachers with no experience were hired on step 5 in anticipation of removing steps 1-4. As a result of the Covid-19 pandemic, the District and Association agreed to a one-year contract and removed only one step resulting in teachers with no experience being advanced four steps.
4. In 2021, the District and Association agreed to remove steps 2-5, renumber the steps starting at one, and place all teachers previously on steps 1-5 on step 1. This resulted in teachers hired in 2020 with no experience being placed one step lower than their years of experience with the District.
5. Teachers hired in 2020 with no experience who are one step behind their years of experience in the District will be corrected to their correct step in the 2027-2028 school year in accordance with the 2024-2028 Master Agreement plan.
6. The parties agree that this MOU clarifies the intent of the 2024-2028 Master Agreement step correction plan and agree the terms of this MOU are part of that agreement.

**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 5/13/24

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: 

Its: President

Date: 5/13/24