

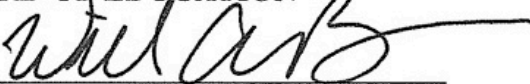
#3 <sup>m</sup>WB

**MEMORANDUM OF UNDERSTANDING #3**  
**BETWEEN**  
**GRAND LEDGE PUBLIC SCHOOLS**  
**AND**  
**EATON COUNTY EDUCATION ASSOCIATION/  
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

**Re: Years of Service for Longevity**

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 this Memorandum of Understanding is to clarify years of service as it relates to 5.3.D Longevity.
3. Years of service for longevity means school years completed with the District, regardless of position – not just in the GLEA unit.
4. Working a school year in a part-time position means you completed a year of service as it relates to longevity.
5. A full year of service for longevity requires a teacher to have worked at least half of the work days for their positions.
6. Longevity years of service for each teacher will be an additional piece of information provided in the seniority list.
7. Beginning in the 2025-2026 school year, the seniority list will be released by the end of October (changing 2.4.A.i) and reflect seniority years of service and longevity years of service as of June 30 of the previous school year. In December (changing 2.4.A.j), the Board shall provide an updated seniority list which includes any adjustments made during the objection period.
8. The parties agree that this MOU clarifies the intent of the 2024-2028 Master Agreement and agree the terms of this MOU are part of that agreement.

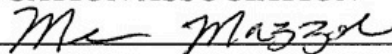
**GRAND LEDGE PUBLIC SCHOOLS  
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 10/30/24

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

By: 

Its: President

Date: 10-30-24