

LETTER OF AGREEMENT #3
between
GRAND LEDGE PUBLIC SCHOOLS
and
**EATON COUNTY EDUCATION ASSOCIATION/
MEA/NEA Unit 1 (Secretary/Clerical)**

RE: Internal Hiring Preference

1. This Letter of Agreement is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/MEA/NEA Unit 1 (Secretary/Clerical) hereafter (the "Association").
2. The District agrees that, in the hiring process for vacant bargaining unit positions, qualified current District employees who apply shall be given preference over external applicants when their background, attainments, and skills are equal to or greater than those of the external applicants.
3. The Association shall have the right to designate one (1) bargaining unit member to serve on all interview committees for positions within the bargaining unit. The designated member's role should be relevant to the position posted, and the member shall participate fully in the interview process, including candidate evaluation and discussion. Participation on the interview committee shall not limit the district's final authority in hiring decisions.
4. Determinations regarding qualifications, background, attainments, and skills shall be made based on objective, job-related criteria. Upon request, the District shall provide the Association with the reasons supporting its selection decision.
5. Any dispute regarding the interpretation or application of this provision shall be subject to the grievance procedure set forth in the Collective Bargaining Agreement.
6. By entering into this Agreement, neither the Board nor the Association waive any other rights or protections respectively afforded to them by the terms of the Collective Bargaining Agreement or under the law, except as otherwise specifically waived, modified, or relinquished.
7. All other terms and conditions of the 2024–2028 Master Agreement will remain in full force and effect through June 30, 2028.

Grand Ledge Public Schools Board of Education

By: 

Its: Superintendent

Date: 10/2/26

E C E A / M E A / N E A Unit 1
(Secretarial/Clerical)

By: 

Its: Vice President

Date: 10-2-2026