

**LETTER OF AGREEMENT #11  
BETWEEN  
GRAND LEDGE PUBLIC SCHOOLS  
AND  
EATON COUNTY EDUCATION ASSOCIATION/  
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

**Re: Hayes & Elementary Schedules**

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/Grand Ledge Education Association, MEA/NEA (the "Association").
2. The conditions and modifications established through this Letter of Agreement shall be effective for the duration of the 2024-2028 Master Agreement.

**Hayes (5-6):**

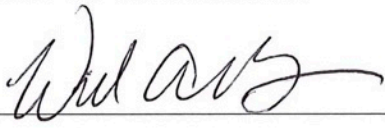
3. Modify Article 3.5.D.c as follows
  - c. Intermediate teachers who are teaching enrichment will have a minimum of 175 minutes per week of planning. Teachers who are not teaching enrichment will have a minimum of 350 minutes per week of planning.
    - i. Fifth grade teachers will teach two trimesters of enrichment.
    - ii. Sixth Grade teachers who have at least 250 minutes per week of scheduled planning time will teach all three trimesters of enrichment
    - iii. Specials teachers will teach enrichment classes for all three trimesters.
    - iv. Special education teachers will teach no enrichment.
    - v. Teachers who teach an additional trimester of enrichment will be paid according to Schedule B.

**Elementary Specials (BK-4): Modifying Article 3.5 Section C.**


4. Elementary teachers shall have a minimum of 250 minutes of planning per 5-day week.
5. Elementary recess will be a total of 30 minutes per day (this can be all in one 30 minute chunk or two 15 minute chunks). Teachers shall cover 15 minutes of recess duty per week for no additional pay. Teachers may volunteer for additional 15/minute sections of recess duty for a stipend of \$150 per trimester, per extra 15/minutes section recess duty. If all recesses are not covered by a combination of job duty time and people volunteering for pay, then the building administration will assign the open slots in an equitable manner. If the teacher has not reported for three or more recess duties while present at school, the teacher may be required to forfeit the stipend and have it noted and reflected in their evaluation.
6. All elementary specials teachers will have the same number of sections. The building with the largest number of specials sections will set that number. In buildings with fewer specials sections, specials teachers will be assigned intervention blocks. The total number of special sections and intervention blocks will be equal at all elementary buildings.
7. All sections of a grade level will have specials at the same time, to allow for common planning time, (unless there is a fifth section of that grade level.)

8. 50 minute specials sections may be divided into two 25 minute sections (while retaining the 50 minute block), if the affected specials teachers agree, to help with developmentally appropriateness, like kindergarten.
9. There will be no more than two consecutive specials sections without a passing time. Passing time between specials will be determined by building administration in collaboration with specials teachers in their building.
10. In lieu of Article 3.5,C,d. Specials teachers in buildings with greater than 21 sections of specials or a combination of specials and intervention blocks greater than 21 sections, will receive a stipend of \$1000 for the 25-26, and no stipend for the 26-27 school year and beyond.
11. In lieu of recess duty, specials teachers shall be required to engage in student supervision duties for an additional 15 minutes per week beyond passing time in collaboration with their building principal (so that could be waving kids in the morning, helping out at the end of the day, helping subs walk kids out to buses).
12. This letter of agreement shall become effective upon the execution by the District and the Association. It is expressly understood and agreed that this Letter of Agreement does not establish a binding working condition or obligation of either party after June 30, 2028, as its term shall expire on that date.

**GRAND LEDGE PUBLIC SCHOOLS  
BOARD OF EDUCATION**

By:   
Its: Superintendent  
Date: 8/11/25

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

By:   
Its: President  
Date: 8/11/25