

LETTER OF AGREEMENT #14
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA

Re: Teacher Calendar for 2026-2027

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”) to agree on terms and conditions of the teacher calendar for the 2026-2027 school year.
2. Replace all of 3.7.K.a with the following:
 - a. Each level – Early Childhood Special Education (ECSE), Elementary School (K-4), Intermediate School (5-6), Middle School (7-8), and High School (9-12) – will have 16 hours of conferences each school year as determined by 3.7.N. Compensatory time will be scheduled as designated on the school calendar for evening conferences. Teachers will be in the building for all conferences regardless of whether they are in person or virtual. Distance Learning (7-12) will hold parent-teacher conferences on the same dates and times as the high school. All Distance Learning conferences will be held virtually and teachers will be off-site.
3. Replace all of 3.7.K.f with the following:
 - f. The District and Association agree that teachers shall prioritize attendance at parent-teacher conferences. Routine practices or rehearsals should not replace conferences. Unless sick, prior approval for missing scheduled conferences is needed from the building principal.

If a teacher has received prior approval to miss when parent-teacher conferences are held, the teacher will be responsible for rescheduling an opportunity for parents/guardians to have a conference with the teacher. This rescheduled opportunity shall take place within five (5) school days of the missed conference session and shall be confirmed in writing by the teacher to the parents/guardians and the teacher’s building principal. The rescheduled parent-teacher conference opportunity shall take place after the teacher work day on a regularly scheduled school day.

If a teacher is sick during parent-teacher conferences and misses scheduled conferences, then the teacher will communicate with all the parents/guardians signed up for those missed conferences and hold those conferences via phone or email within 5 school days of returning to work.

If a teacher does not comply with the above requirement, he/she/they shall be charged leave time for the hours of parent-teacher conferences that are not rescheduled. If the teacher has exhausted both sick leave and PTO, the charged time shall be docked from the teacher’s salary. The requirement of rescheduling parent-teacher conferences shall not apply to those teachers who are on an extended leave of absence where a substitute teacher has been given the responsibility for conducting the parent-teacher conferences.

4. KINDERGARTEN LAUNCH - Replace all of 3.7.I.a with the following:

- a. Kindergarten Launch will be led by a Superintendent designee, and a committee of Elementary Principals and Kindergarten Grade Level Teacher Leaders will advise the Superintendent designee. The Superintendent designee will schedule the first advisory committee meeting to happen before March 15. Kindergarten Launch will be held in two sessions (one evening and one daytime) during the opening week for staff. Kindergarten Launch sessions will be held when all appropriate staff can attend. All teachers who attend Kindergarten Launch will be compensated at the contractual hourly rate for up to four hours. All coordinators will be compensated for up to 10 hours (up to 4 hours for launch, up to 4 hours for planning/Preparing for launch, and up to 2 hours for post-launch work time). Kindergarten Launch will be designed to provide an opportunity for staff and incoming kindergarten students to interact in a meaningful way before the first student day of the school year. The dates and times for the Kindergarten Launch sessions will be added to the school calendar no later than April 30.

5. FLEX TIME - Replace all of 3.7.I.b with the following:

- b. There will be no flex time; compensatory time will be given for evening requirements: Open Houses (K-8), Curriculum Night (K-8), or Graduation (9-12). Teachers who do not attend Open Houses (K-8), Curriculum Night (K-8), or Graduation (9-12) will be docked 3.5 hours (PTO or sick time or pay) or the amount of time that is not completed.

6. Add the 2026-2027 Teacher Calendar in this Letter of Agreement to Appendix I.

7. 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.

2026-2027 TEACHER Calendar

AUGUST							SEPTEMBER							OCTOBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1			1	2	3	4	5					1	2	3
2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10
9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17
16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24
23	24	25	26	27	28	29	27	28	29	30				25	26	27	28	29	30	31
30	31																			
NOVEMBER							DECEMBER							JANUARY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7			1	2	3	4	5					1	2	
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23
29	30						27	28	29	30	31			24	25	26	27	28	29	30
														31						
FEBRUARY							MARCH							APRIL						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6		1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	7	8	9	10	11	12	13	4	5	6	7	8	9	10
14	15	16	17	18	19	20	14	15	16	17	18	19	20	21	22	23	24	25	26	27
21	22	23	24	25	26	27	21	22	23	24	25	26	27	28	29	30	31			
28																				
MAY							JUNE							JULY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1			1	2	3	4	5					1	2	3
2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10
9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17
16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24
23	24	25	26	27	28	29	27	28	29	30				25	26	27	28	29	30	31
30	31																			
		Student Full Day							No Students; Teacher PD					#		Teacher Work Day				
		Student Half Day							No Students; Break											

2026-2027 TEACHER Calendar

August 18, 2026	District Opening Day – district kickoff & prepare classrooms*, 8:00 - 11:00 AM; HS - 3.5 hours of comp time*** for graduation K-8 - 3.5 hours of comp time*** for open houses (1.5 hours), Curriculum Night in Sept (2 hours – 1 hour of prep for a 1 hour event), scheduled by building admin & leadership team
August 19, 2026	Building Opening Day, 8:00 AM - 12:45 PM – building staff meetings & prepare classrooms* (2 hours of comp time for evening conferences) Open Houses ECSE – 5:00 - 6:30 PM Kindergarten (K) – 4:30 - 6:00 PM Elementary (1-4) – 5:30 - 7:00 PM Intermediate (5-6) – 4:30 - 6:00 PM Middle School (7-8) – 6:30 - 8:00 PM
August 20, 2026	Teacher PD Day, 8:00 AM - 2:30 PM (30 minutes of this time is for lunch) (2:30 dismissal from 45 minutes of comp time for evening conferences)
Aug. 21, 2026	No Students; Not a Work Day
August 24, 2026	Teacher PD Day, 8:00 AM - 2:30 PM (30 minutes of this time is for lunch) (2:30 dismissal from 45 minutes of comp time for evening conferences)
August 25, 2026	½ Day for Students' First Day of School, PM will be grade level / dept. time
Sep. 4 - 7, 2026	No Students - Labor Day Weekend
October 6, 2026	High School (9-12) Conferences, in-person 4:00 - 7:30 PM
October 7, 2026	STUDENT COUNT DAY
October 8, 2026	High School (9-12) Conferences, virtual 4:00 - 7:30 PM
October 9, 2026	Teacher PD 8:00 AM - 1:15 PM Teacher Records for K-8 (Professional Hours**) - (1 hour) K-8 Comp Time for Evening Conferences (0.5 hour) 9-12 Comp Time for Evening Conferences (1.5 hours)
October 16, 2026	ECSE Parent Meetings
November 9, 2026	Intermediate (5-6) & Middle School (7-8) Conferences, in-person 4:00 - 7:00 PM
November 10, 2026	Elementary (K-4) & ECSE Conferences, in-person 5:00 - 8:00 PM
November 11, 2026	Intermediate (5-6) Conferences, in-person 4:00-7:00 PM Middle School (7-8) Conferences, virtual 4:00-7:00 PM
November 12, 2026	Elementary (K-4) & ECSE Conferences, in-person 5:00 - 8:00 PM
November 13, 2026	½ Day for Students / End First Trimester (K-12) Intermediate (5-6) & Middle School (7-8) Conferences, virtual 11:30 AM - 1:30 PM Elementary (K-4) & ECSE Conferences, virtual 1:00 - 3:00 PM Teacher Records for High School (9-12) (Professional Hours**) PM - 2 hours Teacher PM Comp Time for Evening Conferences (K-12) (1 hour)
November 16, 2026	Begin Second Trimester (K-12)
November 17, 2026	K-12 Records Due at 4:00 PM
November 25-27, 2026	No Students - Thanksgiving Break
November 30, 2026	Teacher PD 8:00 AM - 1:15 PM Teacher Records for K-8 (Professional Hours**) - (1 hour) K-8 Comp Time for Evening Conferences (0.5 hour) 9-12 Comp Time for Evening Conferences (1.5 hours)
December 16, 2026	ECSE Parent Meetings
Dec. 21, 2026 - Jan. 1, 2027	No Students - Winter Break
January 4, 2027	Teacher PD 8:00 AM - 1:15 PM Teacher Records for K-8 (Professional Hours**) - (1 hour) K-8 Comp Time for Evening Conferences (0.5 hour) 9-12 Comp Time for Evening Conferences (1.5 hours)
January 5, 2027	Classes Resume
January 12, 2027	High School (9-12) Conferences, virtual 4:30 - 7:30 PM
January 14, 2027	High School (9-12) Conferences, virtual 4:30 - 7:30 PM
January 18, 2027	No Students - MLK Day - preserved as a day of service & reflection
February 10, 2027	STUDENT COUNT DAY
February 12, 2027	Teacher PD 8:00 AM - 1:15 PM Teacher Records for K-8 (Professional Hours**) - (1 hour) K-8 Comp Time for Evening Conferences (0.5 hour)

	9-12 Comp Time for Evening Conferences (1.5 hours)
February 15, 2027	No Students - Presidents' Day
February 26, 2027	ECSE Parent Meetings
March 1, 2027	Teacher PD 8:00 AM - 1:15 PM Teacher PM Comp Time for Evening Conferences (1.5 hours)
March 2, 2027	Intermediate (5-6) & Middle School (7-8) Conferences, in-person 4:00 - 7:00 PM Elementary (K-4) & ECSE Conferences, in-person 5:00 - 8:00 PM
March 3, 2027	Intermediate (5-6) Conferences, in-person 4:00-7:00 PM Middle School (7-8) Conferences, virtual 4:00-7:00 PM
March 4, 2027	Elementary (K-4) & ECSE Conferences, in-person 5:00 - 8:00 PM
March 5, 2027	½ Day for Students / End Second Trimester (K-12) Intermediate (5-6) & Middle School (7-8) Conferences, virtual 11:30 AM - 1:30 PM Elementary (K-4) & ECSE Conferences, virtual 1:00 - 3:00 PM Teacher Records for High School (9-12) (Professional Hours**) PM - 2 hours Teacher PM Comp Time for Evening Conferences (K-12) (1 hour)
March 8, 2027	Begin Third Trimester (K-12)
March 9, 2027	K-12 Records Due at 4:00 PM
March 26 - April 2, 2027	No Students - Spring Break
April 5, 2027	Teacher PD 8:00 AM - 1:15 PM Teacher PM Comp Time for Evening Conferences (1.5 hours)
April 6, 2027	Classes Resume
April 14, 2027	ECSE Parent Meetings
April 27, 2027	High School (9-12) Conferences, virtual 4:30 - 7:30 PM
May 21, 2027	Seniors (Class of 2027) Last Day; other students continue to June 4, 2026
May 28, 2027	Teacher PD 8:00 AM - 1:15 PM Teacher PM Comp Time for Evening Conferences (1.5 hours)
May 31, 2027	No Students - Memorial Day
June 4, 2027	½ Day for Students / Last Student Day / End of Third Trimester (K-12) Teacher Records (Professional Hours**) PM - 3 hours K-12 Records Due at 3:00 PM
June 4, 2027	GLHS Class of 2026 Graduation @ MSU Breslin Center (7:00 PM) High School teachers are required to attend graduation in full regalia

Calendar Notes

180 Instructional Days for K-12 and 145 Instructional Days for ECSE / 184 Teacher Work Days for ECSE & K-12 Teachers
375 instructional minutes per day for K-12 / 380 instructional minutes per day for ECSE

48.75 Hours of PD; 38 hours count as instructional time

7 PD days count toward instructional time for K-12; up to 3 PD days count toward instructional time for ECSE

1 staff meeting per month Sep - May

1 grade level / dept. meeting per month Sep - May

Required Online PD Embedded into August 20 or 24 PD

*Any time designated to prepare classrooms prior to students beginning the school year can be done on or off-site.

**Time designated as Professional Hours can be done on or off-site and does not need to be done during that designated time.

*** Teachers who do not attend Open Houses (K-8), Curriculum Night (K-8), or Graduation (9-12) will be docked 3.5 hours (PTO or sick time or pay) or the amount of time that is not completed.

GRAND LEDGE PUBLIC SCHOOLS BOARD OF EDUCATION

By: Will A. B.
Its: Superintendent
Date: 1/9/20

EATON COUNTY EDUCATION ASSOCIATION/GRAND LEDGE EDUCATION ASSOCIATION

By: M. Mazz
Its: President
Date: 1/12/20