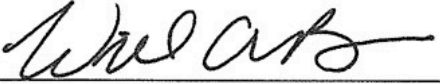


**MEMORANDUM OF UNDERSTANDING #4
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

Re: Evaluation Levels Language Change

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 the new evaluation language as it applies to the contract.
3. In the contract, all language referring to an evaluation rating of "ineffective", will now be replaced with an evaluation rating of "needing support"
4. 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.

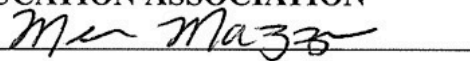
**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 10/30/24

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

By: 

Its: President

Date: 10/30/24