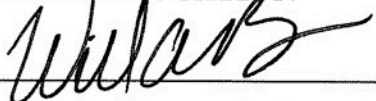


**MEMORANDUM OF UNDERSTANDING #2
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

Re: Parental Leave & Unpaid Leave of Absence - Step Advancement

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 the Memorandum of Understanding is to explain how step increases will occur when parental leave and unpaid leaves of absences are combined for a full school year of leave.
3. If a teacher begins the school year on parental leave, followed by an unpaid leave of absence for the remainder of the school year, then the teacher will not advance a step in that year, in which they are not working. Upon return to work in the following school year, the teacher will advance a step.
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.

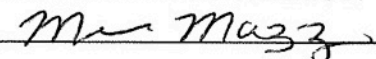
**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 9/27/24

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

By: 

Its: President

Date: 9/20/24