

MASTER AGREEMENT BETWEEN

GRAND LEDGE BOARD OF EDUCATION

AND

BUILDING AND GROUNDS MAINTENANCE ASSOCIATION

JULY 1, 2025- JUNE 30, 2028

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APPENDIX A

PREAMBLE

WHEREAS, the Board has an obligation, pursuant to Act 336 of the Michigan Public Acts of 1965 as amended, to negotiate with representatives of its employees with respect to hours, wages, terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings through extended and deliberate professional negotiations, it is hereby agreed as follows:

AGREEMENT

This Agreement entered into by and between the Board of Education of the Grand Ledge Public Schools, Grand Ledge, Michigan, hereinafter called the "Board," and the Grand Ledge Maintenance Association, hereinafter referred to as the "Association."

ARTICLE 1 - RECOGNITION

A. The Board hereby recognizes the Grounds and Maintenance Association as the exclusive bargaining representative, as defined in Section II of Act 336, Public Acts of 1965, for non-supervisory school personnel employed by the Board as Maintenance.

B. Nothing contained herein shall be construed to deny or restrict any individual employee's rights they may have under the Michigan General Schools Laws or the right of the individual employee to confer with and raise issues or problems with appropriate supervisory personnel.

C. The employee must be working on a regularly scheduled job to be included under this contract. This shall be interpreted to mean substitutes and the food service driver shall not be covered by this Agreement but seasonal labor or contractor services will be covered by this contract.

D. The Grounds and Maintenance employees are considered essential workers. They work 52 weeks per year, 40 hours per week.

ARTICLE 2 - AID TO OTHER ASSOCIATIONS

The Employer will not aid, promote, or finance any labor group or organization which purports to engage in collective bargaining or make any agreement with any such group or organization for the purpose of undermining the Association.

ARTICLE 3 - NON-DISCRIMINATION

This Agreed to Contract shall be applied uniformly to all eligible members of the bargaining unit by the Employer and the Association. There will be no discrimination with respect to conditions of employment.

ARTICLE 4 - BOARD RIGHTS

A. In order to carry out its responsibility for the development and operation of education programs providing the best possible educational opportunity for the Grand Ledge Public Schools consistent with community resources, the Board retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in the Board by law including by way of illustration, and not by way of limitation, the following:

1. The supervision, direction, and control of the management and administration of the school system, its properties and facilities.

2. The right to hire all employees and subject to the provisions of the law to determine their qualifications, to discharge, demote or otherwise discipline employees for reasonable and just cause and to promote and transfer employees.

3. The right to hire contractor(s) or temporary labor for services deemed necessary to meet maintenance needs of the district.

B. The exercise of the foregoing powers, rights, duties, and responsibilities by the Board and the adoption of policies, rules, regulations and practices in the furtherance thereof, shall be the exclusive prerogative of the Board except as otherwise limited by express provision of this Agreement.

ARTICLE 5 - EMPLOYEE RIGHTS

A. The Association and its members shall have the right to use building facilities for meetings at such hours that do not interfere with the regular program of the school or any other activities that had previously been scheduled and approved by the Board or its representatives and subject to the Building Use Policy as adopted by the Board.

B. The Board agrees to make available to the Association for viewing and reproduction all pertinent information considered to be public in nature concerning the financial resources of the District, tentative budgetary requirements and allocations and such other appropriate information as will assist the Association.

C. Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official local Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations or shift duties.

D. Employees who work on the second shift shall be allowed up to one (1) hour off per month, if needed, without loss of pay to attend meetings of the Association, provided said employee's makeup hour is on the same day. Employees who use this time must obtain approval from their supervisor or designee.

ARTICLE 6 - DISCIPLINE AND DISCHARGE

No employee shall be disciplined or discharged for a reason that is arbitrary or capricious. Normally, employees shall not be disciplined in public or in the presence of other workers.

1. A progressive disciplinary plan will be used and followed by the supervisor or designee. All information will be submitted to Human Resources for the employee's personnel file.
    a. Step 1 – Verbal Warning (documented)
    b. Step 2 – Written Warning
    c. Step 3 – Suspension without pay to be set by the Supervisor or designee.
    d. Step 4 – May lead to Termination

2. Due Process: Prior to imposing discharge or suspension (except in cases of gross misconduct) the Employer shall notify the affected employee who has acquired seniority and the local President of the charges, contemplated action, and the date, time, and place of a meeting concerning the same. The employee who has acquired seniority shall have the right to request Association representation but in no event will the meeting be held later than forty-eight (48) hours from notification.

Notice of Discharge or Discipline - The Board agrees promptly upon the discharge or discipline of an employee to notify the Association President in the unit of the discharge or discipline.

The Board recognizes the concept of progressive discipline. The parties do hereby agree that the severity of the punishment shall be in proportion to the severity of the offense.

The discharged or disciplined employee will be allowed to discuss their discharge or discipline with the Association representative of their unit, and the Employer will make available an area where they may do so before they are required to leave the property of the Employer.

Appeal of Discharge or Discipline - Should the discharged or disciplined employee deem the discharge or discipline to be improper, a complaint shall be presented in writing through the Association representative to the Employer within two (2) regularly scheduled working days of the discharge or discipline. The Employer will review the discharge or discipline and give its answer within three (3) regularly scheduled working days after reviewing the complaint. If the decision is not satisfactory to the Association, the matter shall be referred to the Director of Human Resources Level of the Grievance Procedure. There shall be no recourse through the grievance procedure for discharge or discipline of an employee who has not acquired seniority status unless such action is taken against said employee because of Association activity.

The Local President shall be notified when an employee who has not acquired seniority status is suspended or discharged.

ARTICLE 7– GRIEVANCE / ASSOCIATION REPRESENTATIVE

A. A grievance is a claim by a building and grounds maintenance employee or the Association on behalf of a building and grounds maintenance employee that there has been an alleged violation, misrepresentation, or misapplication of a specific provision of this Agreement. A grievance shall be processed as provided in this Article, unless otherwise agreed to by the parties.

B. The Association member shall be represented by the Association at any grievance meeting if the member wishes. The Board shall be notified at the beginning of each school year by the Association of the names of the Association leaders.

C. If Association Representative(s) are required by the Employer to attend grievance meetings when regularly scheduled to work, they will be reimbursed for such lost time by the Employer. No more than three (3) employees will be paid for any meeting.

D. The Board and the Association agree to form an informal committee of two (2) Association representatives and two (2) administrators to discuss any areas of concern that either party may have. The Board will not make any major changes to bargaining unit wages, hours, and other terms and conditions of employment without going through this committee and will give due consideration to the Association's input. Association representatives required to attend meetings during working hours will be paid at their regular rate for all hours in attendance.

E. **Grievance Process:** If a building and grounds maintenance employee of the Association believes that there is a basis for a grievance, the member or the Association shall first informally discuss the grievance with the building and grounds maintenance employee's immediate supervisor. The informal discussion shall occur within five (5) calendar days of the time the Grievant knew or should have known of the alleged Agreement violation. The immediate supervisor or designee will issue a written response within five (5) calendar days after the informal discussion. If the grievance is not resolved informally, the Grievant shall complete the grievance form in Appendix B and submit it to the Employer's Director of Human Resources within five (5) calendar days of the immediate supervisor's written response at the informal discussion level or the deadline to make such a written response, whichever is earlier. The Director of Human Resources will schedule a meeting with a Grievant and that Director, which meeting will occur within ten (10) calendar days after that Director receives a completed grievance form.

After that meeting, the Director of Human Resources will have five (5) calendar days to issue a written response to the grievance. If the written response is unsatisfactory to the Grievant or if the response is not timely issued, the Grievant may advance the grievance to the Superintendent within five (5) calendar days of the Director of Human Resource's written response or the deadline for that response, whichever is earlier. If the Grievant fails to meet any deadline specified in this paragraph, the grievance shall be deemed waived and automatically closed.

ARTICLE 8- HOLIDAYS

A. All Maintenance employees who are regularly scheduled to work the week of a holiday and who work the workday before and after the holiday, when scheduled to work, shall be allowed the following eleven days with pay.

Labor Day	New Year's Eve
Thanksgiving Day	New Year's Day*
Day after Thanksgiving	MLK Day
Memorial Day	Christmas Eve
President's Day	Christmas Day*
Independence Day	Juneteenth

*When Christmas and New Year's fall on Saturday or Sunday, the corresponding Friday or Monday will be the paid holiday.

B. When a paid holiday falls within an employee's vacation period, they will be paid for that holiday but shall not have that paid holiday counted as a PTO day.

C. School Closings - When school is declared closed due to inclement weather, heating problems, road conditions or other problems that may arise, maintenance employees will work unless notified otherwise by the employer. Employees must notify the employer if they cannot arrive at work at their normal time and give an estimated arrival time. The estimated arrival time will be within two (2) hours of the employees' normal starting time. Once they arrive, employees will be expected to work the same number of hours as regularly scheduled unless excused by their Supervisor or designee. Any maintenance and grounds employee that works on a school closing day, will receive eight (8) hours of PTO in exchange for working a full day.

An employee calling to report they will be late or unable to report to work must speak directly with dispatch/sick line, their supervisor or designee.

Any employee who is unable to report for work shall not be paid for the hours not worked, with the following exceptions:

1. An employee who is unable to report to work under this provision shall use PTO, as long as they have earned PTO, to cover the day of absence.
2. If the employer notifies employees that they are not expected to report for work on days when school is canceled, leave days will not be deducted when employees do not work and all employees will receive their regular pay on such days.
3. Paid leave days that are scheduled in advance of the notice of school closing shall be honored.

ARTICLE 9 - PROBATIONARY EMPLOYEES

A. Newly hired employees shall be probationary for the first sixty (60) working days of their employment and thereafter shall be permanent employees. The supervisor reserves the right to add (30) more working days to the probationary period if necessary. An extension must be put into writing and turned into Human Resources for the employee's personnel file.

B. There shall be no seniority among probationary employees.

C. After the employee has completed the probationary period for his/her classification, they shall be entered on the seniority list of the unit and shall rank for seniority from his/her original date of hire.

D. The Association shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment as set forth in Article 1 - Recognition of this Agreement, except for discipline or discharge. There shall be no recourse through the grievance procedure for discharge or discipline of an employee who has not acquired seniority status.

E. All benefits not specifically excluded by this Agreement shall begin with the first day of employment.

ARTICLE 10 - NO STRIKE CLAUSE

A. The Association and Board recognize that strikes and other forms of work stoppages by employees are contrary to law and public policy. The Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Association, therefore, agrees that its officers, representatives and members shall not authorize, instigate, cause, aid, encourage, ratify or condone, nor shall any employee take part in any strike, slowdown or stoppage of work, boycott, picketing or other interruption of activities in the school system. Failure or refusal on the part of any employee to comply with the provisions of this Article shall be cause for whatever disciplinary action is deemed necessary by the Board.

ARTICLE 11 - PROTECTION OF EMPLOYEES

A. Legal and Physical - Liability insurance carried by the Board shall protect all employees against civil suits brought against them growing out of the exercise of their regular duties.

B. All cases of accidents* and / or injury involving a maintenance employee during the performance of the employees' assigned duties or school activities shall be reported to their supervisor or designee on the day of the incident. In emergency situations, the report must be filed as soon as possible if not on the day of the incident.

**An accident is an unforeseen and unplanned event or circumstance, often with lack of intention. It usually implies a generally negative outcome which might have been avoided or prevented had circumstances leading up to the accident been recognized, and acted upon, prior to its occurrence. Injury is not required for an incident to be identified as an accident.*

ARTICLE 12 – PAID TIME OFF

A. New Employees beginning before July 1, will have their PTO prorated. PTO time will be front loaded on July 1 but considered earned during the current year. Any employee leaving employment prior to the end of the fiscal year shall have PTO days prorated based upon actual days worked. Reimbursement to the District for unearned days may be required.

0-1 year	10 days
2 – 4 years	15 days
5 – 9 years	20 days
10 + years	25 days

Any unused PTO time as of June 30th will be carried over to the next fiscal year, up to a maximum 60 days.

B. Employees will not be granted unpaid days off unless pre-approved by the Director of Human Resources.

C. Employees should contact the Supervisor two (2) hours before their shift is to begin if they are unable to report that day.

D. PTO requests of five (5) or more consecutive days must be submitted in writing not less than thirty (30) days prior to the commencement date. PTO requests for less than five (5) days will be submitted forty-eight (48) hours in advance; however, the forty-eight (48) hour requirement may be waived in certain circumstances; such as the employee's personal emergency. Employees' PTO is subject to their request and scheduling by their supervisor or his designee. With approval of their supervisor or his designee, employees will be allowed to use PTO days. No more than ten (10) days may be used consecutively when school is not in session unless approved by the supervisor. PTO requests shall be in writing and will be responded to promptly. Approval of PTO leave during the first week prior to *opening of school* and the last week of students attending school, will not be granted.

E. Upon retirement, resignation, or permanent layoff, PTO time accumulated will be paid to employees based upon the time the employee has worked (see **LEAVES.**)

ARTICLE 13 - EARNED SICK TIME ACT

ESTA states an employer satisfies its ESTA leave obligation "if the employer provides any paid leave in at least the same amounts as that provided under [ESTA] that may be used for the same purposes and under the same conditions as provided in [ESTA] and that is accrued at a rate equal to or greater than the [ESTA] rate." MCL 408.963(5).

Employees can use accrued PTO for any of the following reasons as if they were using earned sick time.

- The employee's mental or physical illness, injury or health condition; medical diagnosis, care or treatment of the employee's mental or physical illness, injury, or health condition; or preventative medical care for the employee.

- For the employee's family member's mental or physical illness, injury or health condition; medical diagnosis, care or treatment of the employee's family members mental or physical illness, injury, or health condition; or preventative medical care for a family member of the employee.

- If the employee or the employee's family member is a victim of domestic or sexual assault, for medical care or psychological injury or disability; to obtain services from a victim services organization; to relocate due to domestic violence or sexual assault; to obtain legal services; or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault.

- For meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child; or

- For the closure of the employee's place of business by order of a public official due to a public health emergency; for an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency; or when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee or employee's family member's presence in the community would jeopardize the health of others because of the employee's or family member's exposure to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease.

ARTICLE 14- HEALTH INSURANCE

The Board shall make available one of two options:

A. All employees will be offered single subscriber, self-funded healthcare protection for a twelve (12) month calendar year period for each full-time employee. Part- time shall receive a pro-rata benefit. Healthcare benefits will stop on the last day of the month that the employee leaves the school district. The Board of Education will provide single subscriber "subsidies" for health insurance per the current Teachers Union Contract.

B. Employees may choose to receive the cash in lieu (CIL) stipend (in the amount of **$320.00** per month) only after the Grand Ledge Public Schools receives documentation that they have insurance coverage that meets the ACA minimum value and coverage requirements. Employees are responsible for their FICA on the cash option.

ARTICLE 15 - LEAVES

A. Upon retirement or resignation from employment, an employee with a minimum of ten (10) years of service shall be paid for all unused PTO based on one- half (½) his/her current rate. In cases of death full payment shall be made to the employee's beneficiaries or to the employee's estate if there are no beneficiaries. In no event shall such payments exceed the following percentages of an employee's average annual income from Grand Ledge Public Schools in the past three (3) years.

20 years or more	23%
16 years to 19 years	18%
10 years to 15 years	13%

B. Funeral Leave - Paid funeral leave up to five (5) days shall be granted for a death in the immediate family. Immediate family is defined as spouse, children, parents, brothers, sisters, grandparents, (this includes any "step" for all categories), and parent-in-laws. This leave will not be deducted from the employee's PTO bank. One (1) day of an employee's PTO leave may be used to attend the funeral of someone significant to the employee.

C. At the expiration of accumulated days, an employee may request voluntary health leave without pay, subject to the following Section.

D. **Other Leaves**

1. **Family Medical Leave Act** - In accordance with the Federal Family Medical Leave Act (FMLA), bargaining unit employees, who have been employed by the District for at least twelve (12) months, shall be eligible for up to twelve (12) weeks of an unpaid family medical leave if they have worked at least 1,250 hours during the 12 months immediately preceding the start of the leave. The 1,250 hours means "hours worked" and does not include paid vacation, sick time, holiday pay, paid FMLA leave and any other pay for hours not actually worked. Employees are expected to use their accrued paid time off before going on unpaid FMLA. Requests for unpaid FMLA leave must be approved by HR on a case by case basis and will be considered in collaboration with the employee.

2. **Unpaid Leave of Absence** - Employees may, at the discretion of the Board of Education, be granted voluntary leave, without pay, during any school year for a period of up to one (1) year. All such requests must be submitted in writing and the full conditions of the agreement must be in writing, including the assignment of the employee upon return, and effect, if any, of the leave on the salary schedule. Such requests must be submitted at least fifteen (15) days prior to the starting date of the leave. The seniority of a bargaining unit member shall be frozen for the duration of any such leave. Whenever a voluntary leave is granted, written notice shall be prepared and submitted to the President of the Association The purpose of this notice is to provide the necessary information for preparing and updating the seniority list.

3. **Military Leave** - will be granted to any regular employee who may enlist or be conscripted into the military forces of the United States for service or training. Upon return from such leave the employee shall be returned to a comparable position with full credit on the salary schedule for time in military service.

4. An employee who is absent from the job to attend an approved meeting shall receive regular pay with no time charged against PTO leave.

5. When approved in advance by the employee's supervisor or designee, conference costs and travel expenses at the current IRS rate will be reimbursed by the Board. Membership charges shall be the responsibility of the employee unless approved in advance by their supervisor or designee.

1. Medical or Disability Leave

   a. A medical or disability leave of up to one (1) year shall automatically be granted upon presentation of a doctor's statement.

      1. The Board reserves the right to require a second (2nd) opinion by a Board appointed physician at Board expense before granting a medical leave. The second (2nd) opinion will be from a Board paid physician in the same medical specialty as the employee's doctor. (However, if the insurance carrier requires a second opinion, the Board shall adopt it as its own.)

      2. If those two (2) physicians disagree, the parties will choose a third (3rd) physician whose opinion shall be conclusive. The third (3rd) physician shall be paid for by the Board unless the employee's insurance covers his/her fee.

   b. The employee may request an extension at the end of the leave.

   c. Upon return, the employee shall assume a position with equal hours.

   d. For such leaves that last longer than one (1) year, the employee shall return to a vacancy in his/her former classification. Should no vacancy be available, the employee shall be permitted to displace the least senior employee in his/her former classification working the same or less number of hours.

ARTICLE 16 - GENERAL WORKING CONDITIONS

A. Employees shall report all conditions they believe to be recognized as hazardous to their health and safety. Further, nothing herein precludes employees from making inquiries or reports to the proper authorities. The Employer agrees to investigate such reported hazards.

B. While equipment and tools may vary, the Employer shall normally make available equipment and tools that are essential to completing assigned work.

C. The Employer shall provide without cost to the employees, when approved by their supervisor the following:

1. Uniforms and thermal coveralls for maintenance & grounds workers.
2. Uniforms for maintenance workers as may be required by the Employer.
   The process / procedure for obtaining and turning in worn uniforms will be developed by administration.
3. Medical test and/or check-ups as required and for which the employee has no health insurance.

D. Employees shall obtain certifications as required by their job duties within one (1) year of the effective date of this contract or the date of hire for new employees. The Director of Operations, in coordination with the Director of Human Resources, shall determine the necessary certifications for each position.

ARTICLE 17 - WORK SCHEDULE

A. All employees shall be guaranteed a minimum of a thirty (30) minute duty-free lunch period. All employees will be entitled to a minimum of two (2) fifteen (15) minute relief times to be mutually scheduled, except that an employee working less than the normal workday may receive one (1) fifteen (15) minute relief time. Employees working overtime will be entitled to an additional fifteen (15) minute relief time for every four (4) hours worked. It is understood that an individual employee and his/her supervisor may mutually agree to vary lunch and relief times to meet individual needs.

All employees shall receive a twenty-four (24) hour notice of any schedule change, this would include being asked to sub for a custodian.

ARTICLE 18- JURY DUTY

An employee who serves on jury duty will be paid their regular salary. The time on Jury Duty will not be deducted from the employee's PTO time.

ARTICLE 19 - NEGOTIATION PROCEDURES

A. This agreed to contract may be extended only by mutual, written consent of both parties.

B. Both parties agree to enter into negotiations on a new Agreement on wages, hours, and other conditions of employment at least six months prior to expiration of contract.

C. The provisions of this contract agreement shall constitute a binding obligation of the parties for the duration hereof or until changed by written, mutual consent. Any previously adopted policy, rule or regulation of the parties which is in conflict with a provision of this contract shall be superseded and replaced by this Agreement.

ARTICLE 20 - COMPENSATION

A. DUTIES

All employee duties shall be determined by their supervisor.

B. SALARY SCALE – PAY TABLES

Grounds

Steps	2025-2026	2026-2027	2027-2028
1	18.50	19.00	19.50
2	19.00	19.50	20.00
3	19.50	20.00	20.50
4	20.00	20.50	21.00
5	20.50	21.00	21.50
6	21.00	21.50	22.00
7	21.50	22.00	22.50
8	22.00	22.50	23.00
9	22.50	23.00	23.50
10	23.00	23.50	24.00

Maintenance

Steps	2025-2026	2026-2027	2027-2028
1	21.50	22.00	22.50
2	22.00	22.50	23.00
3	22.50	23.00	23.50
4	23.00	23.50	24.00
5	23.50	24.00	24.50
6	24.00	24.50	25.00
7	24.50	25.00	25.50
8	25.00	25.50	26.00
9	25.50	26.00	26.50
10	26.00	26.50	27.00

C. Employees eligible to receive step increases shall receive the appropriate step raise effective July 1, 2025.
D. Notice of resignation must be made in writing to the Board or the employee's supervisor two (2) weeks prior to the date of resignation.

On-Call Pay

Employees assigned seven (7) day 'on-call' duty shall be compensated a **$420.00** stipend for the seven (7) days. If the employee receives a call-in, they will receive two (2.0) hours of straight time with the third (3rd) hour being overtime pay if the call-in warrants it. The district Business Office will monitor and keep track of Federal overtime rules and the employee will be compensated according to The Fair Labor Standards Act (FLSA).

Maintenance personnel shall receive a telephone stipend of sixty ($60.00) dollars per month.

Longevity

Employees must be hired prior to December 31st of the current school year to be eligible for one year of service. Longevity payments are paid out by the final June pay period.

*Employees will be paid the equivalent of their longevity payment as of June 30, 2025 in the second pay of July 2025.

5-9 yrs.	$250
10-14 yrs.	$500
15-19 yrs.	$750
20-24 yrs.	$1,000
25-29 yrs.	$1,250
30+	$1,500

SPECIAL SKILLS - CERTIFICATIONS

Overtime work requiring special skills shall be offered to those maintenance workers with the following criteria:

- Level of certification(s) in the special skill
- Years of experience in the special skill and building
- If two or more employees equally meet the above criteria, then it is awarded to the employee based on seniority

The parties agree that bargaining unit members who possess certain licenses applicable to their job assignments will receive the following hourly stipend in addition to their regular pay. This stipend is only provided if the responsibilities of the assignment require special knowledge and skills that fall within the regular duties of the member's assigned position subject to the Supervisor's approval.

The District reserves the right to direct association members to renew licenses or certifications at the District's expense, provided that the District paid for the employee to obtain the license or certificate. It is the employee's responsibility to maintain licenses and certifications and provide Human Resources with updated credentials, in order to be eligible for special skills stipend(s).

Master Plumber (limit 1)	$3.50 per hour
Master Electrician (limit 1)	$3.50 per hour
Journeyman Electrician	$3.00 per hour
Journeyman Plumber	$3.00 per hour
HVAC	$1.50 per hour
General Contractor/Mechanical Contractor	$1.50 per hour
Backflow Certification	$1.50 per hour
Welder Certification	$1.00 per hour
Refrigeration	$0.50 per hour
Herbicide/Pesticide License	$0.25 per hour
Certified Pool Operator	$0.25 per hour
Boiler Certification	$0.25 per hour
S5 Drinking Water Operator Certification	$0.25 per hour
Forklift	$0.25 per hour
Aerial Lift	$0.25 per hour

ARTICLE 21 - DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2025 except as otherwise stated herein and shall continue in effect until June 30, 2028.

FOR THE ASSOCIATION:

By: Pat Malloy

By:

FOR THE BOARD OF EDUCATION:

By:

By:

By:

By: Toni Hughes Glassco

By:

By: KAW Stevens

By:

Dated this 25th day of June, 2025.

APPENDIX A

Grievance Form

Background Information:

Grievant Name: _____

Grievant Employment Position: _____

Specific Contract Provisions Alleged to Be Violated: _____

Date(s) of Alleged Contract Violation: _____

Describe How the Cited Contract Provisions Are Being Violated: _____

_____

_____

_____

_____

_____

_____

Requested Relief: _____

Grievant Signatures: _____

Informal Discussion:

Date of Informal Discussion: _____

Informal Discussion Participants: _____

_____

Immediate Supervisor Grievance Response: _____

_____

_____

_____

Signature of Immediate Supervisor: _____

Date of Grievance Response: _____

Director of Human Resources:

Date Grievant Submitted Grievance to HR Director: _____

Date HR Director Received Grievance: _____

Date of Meeting with HR Director: _____

Meeting Participants: _____

HR Director Grievance Response: _____

_____

_____

_____

_____

_____

_____

HR Director Signature: _____

Date of Grievance Response: _____

Superintendent:

Date Grievant Submitted Grievance to Superintendent: _____

Date Superintendent Received Grievance: _____

Superintendent Grievance Response: _____

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LETTER OF AGREEMENT #1
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
GRAND LEDGE BUILDING AND GROUNDS MAINTENANCE ASSOCIATION

Re: Payment of 27L Educator Compensation

1. This Letter of Agreement is developed, approved, and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Grand Ledge Maintenance Association (the "Association").
2. The State of Michigan allocated one-time funding of $789,049.05 in the 27L categorical of the 2024-2025 budget for educator compensation to be received by the district in the 2025-2026 school year.
3. All grounds and maintenance employees employed as of March 15, 2026, and still employed by the district on the date of distribution are eligible for a portion of the 27L funds.
4. The district agrees to contribute the amount necessary to pay each eligible employee $825 less customary withholdings (including taxes and retirement contributions). If an employee is part of two separate bargaining units, the employee will receive an $825 total payment.
5. Payments shall be paid in a lump sum in a separate check on or before March 31, 2026.
6. 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, 2026, at its term shall expire on that date.

GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION

By: _____

Its: Superintendent

Date: 03-23-2026

GRAND LEDGE BUILDING
GROUNDS AND MAINTENANCE
ASSOCIATION

By: Pat Malloy

Its: Grounds

Date: 3-26-2026