

LETTER OF AGREEMENT #12 – Salary

**LETTER OF AGREEMENT #12
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

Re: Salary

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.
3. The District and the Association agree to begin negotiating on or before February 28, 2026, the funds set aside by the state as part of Sec. 271. (2)'s "compensation for educators" – and only those funds.
4. Eliminate Article 5.3.I, which states, "The salary schedule will re-open for negotiations for the 2025-2026, 2026-2027 and 2027-2028 school years." Add a new Article 5.3.I that reads, "The salary schedules for the 2025-2026, 2026-2027, and 2027-2028 appear at the end of Article 5.3."
5. All teachers described in 5.3.H's paragraphs that begin "In the 2026-2027 school year..." and "In the 2027-2028..." who need to be moved to a corrected step move to their corrected step effective on the January 8, 2026, payroll – instead of waiting for the 2026-2027 or 2027-2028 school years as previously described in the contract. All other teachers will remain on their current step. All teachers will advance steps as normal in the 2026-2027 and 2027-2028 school year.
6. Relabel the salary scale already in the contract as the "2024 - 2025 Salary Scale" and add the following salary schedules as shown in this Letter of Agreement to the end of Article 5.3: the 2025 - 2026 Salary Scale, the 2026 - 2027 Salary Scale, and the 2027 - 2028 Salary Scale.
7. Effective on January 8, 2026, payroll, the District will begin using the updated 2025-2026 Salary Scale. All teachers will be paid according to the new salary scale beginning with the January 8, 2026, payroll.

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2025-2026				
0.5% increase				
January 2026 - August 2026				
Step	BA	MA	MA+20	EdSpec/PhD/EDD (and legacy MA+45)
1	\$44,220	\$47,219	\$49,769	\$52,513
2	\$45,677	\$48,802	\$51,352	\$54,101
3	\$47,134	\$50,385	\$52,935	\$55,689
4	\$48,591	\$51,968	\$54,518	\$57,277
5	\$50,048	\$53,551	\$56,101	\$58,865
6	\$51,505	\$55,134	\$57,684	\$60,453
7	\$52,962	\$56,717	\$59,267	\$62,041
8	\$54,419	\$58,300	\$60,850	\$63,629
9	\$55,876	\$59,883	\$62,433	\$65,217
10	\$57,333	\$61,466	\$64,016	\$66,805
11	\$58,790	\$63,049	\$65,599	\$68,393
12	\$60,247	\$64,632	\$67,182	\$69,981
13	\$61,704	\$66,215	\$68,765	\$71,569
14	\$63,161	\$67,798	\$70,348	\$73,157
15	\$64,618	\$69,381	\$71,931	\$74,745
16	\$66,075	\$70,964	\$73,514	\$76,333
17	\$67,532	\$72,547	\$75,097	\$77,921
18	\$68,989	\$74,130	\$76,680	\$79,509
19	\$70,446	\$75,713	\$78,263	\$81,097
20	\$71,903	\$77,296	\$79,846	\$82,685
21	\$73,360	\$78,879	\$81,429	\$84,273
22	\$74,817	\$80,462	\$83,012	\$85,861
23	\$76,274	\$82,045	\$84,595	\$87,449
24	\$77,731	\$83,628	\$86,178	\$89,037
25	\$79,188	\$85,211	\$87,761	\$90,625
26	\$80,645	\$86,794	\$89,344	\$92,213

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2026-2027				
1.0% increase				
2026 - 2027				
Step	BA	MA	MA+20	EdSpec/PhD/EDD (and legacy MA+45)
1	\$44,662	\$47,691	\$50,266	\$53,038
2	\$46,134	\$49,290	\$51,865	\$54,642
3	\$47,606	\$50,889	\$53,464	\$56,246
4	\$49,078	\$52,488	\$55,063	\$57,850
5	\$50,550	\$54,087	\$56,662	\$59,454
6	\$52,022	\$55,686	\$58,261	\$61,058
7	\$53,494	\$57,285	\$59,860	\$62,662
8	\$54,966	\$58,884	\$61,459	\$64,266
9	\$56,438	\$60,483	\$63,058	\$65,870
10	\$57,910	\$62,082	\$64,657	\$67,474
11	\$59,382	\$63,681	\$66,256	\$69,078
12	\$60,854	\$65,280	\$67,855	\$70,682
13	\$62,326	\$66,879	\$69,454	\$72,286
14	\$63,798	\$68,478	\$71,053	\$73,890
15	\$65,270	\$70,077	\$72,652	\$75,494
16	\$66,742	\$71,676	\$74,251	\$77,098
17	\$68,214	\$73,275	\$75,850	\$78,702
18	\$69,686	\$74,874	\$77,449	\$80,306
19	\$71,158	\$76,473	\$79,048	\$81,910
20	\$72,630	\$78,072	\$80,647	\$83,514
21	\$74,102	\$79,671	\$82,246	\$85,118
22	\$75,574	\$81,270	\$83,845	\$86,722
23	\$77,046	\$82,869	\$85,444	\$88,326
24	\$78,518	\$84,468	\$87,043	\$89,930
25	\$79,990	\$86,067	\$88,642	\$91,534
26	\$81,462	\$87,666	\$90,241	\$93,138

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2027-2028				
2.5% increase				
2027 - 2028				
Step	BA	MA	MA+20	EdSpec/PhD/EDD (and legacy MA+45)
1	\$45,778	\$48,883	\$51,522	\$54,363
2	\$47,287	\$50,522	\$53,161	\$56,007
3	\$48,796	\$52,161	\$54,800	\$57,651
4	\$50,305	\$53,800	\$56,439	\$59,295
5	\$51,814	\$55,439	\$58,078	\$60,939
6	\$53,323	\$57,078	\$59,717	\$62,583
7	\$54,832	\$58,717	\$61,356	\$64,227
8	\$56,341	\$60,356	\$62,995	\$65,871
9	\$57,850	\$61,995	\$64,634	\$67,515
10	\$59,359	\$63,634	\$66,273	\$69,159
11	\$60,868	\$65,273	\$67,912	\$70,803
12	\$62,377	\$66,912	\$69,551	\$72,447
13	\$63,886	\$68,551	\$71,190	\$74,091
14	\$65,395	\$70,190	\$72,829	\$75,735
15	\$66,904	\$71,829	\$74,468	\$77,379
16	\$68,413	\$73,468	\$76,107	\$79,023
17	\$69,922	\$75,107	\$77,746	\$80,667
18	\$71,431	\$76,746	\$79,385	\$82,311
19	\$72,940	\$78,385	\$81,024	\$83,955
20	\$74,449	\$80,024	\$82,663	\$85,599
21	\$75,958	\$81,663	\$84,302	\$87,243
22	\$77,467	\$83,302	\$85,941	\$88,887
23	\$78,976	\$84,941	\$87,580	\$90,531
24	\$80,485	\$86,580	\$89,219	\$92,175
25	\$81,994	\$88,219	\$90,858	\$93,819
26	\$83,503	\$89,858	\$92,497	\$95,463

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**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 11/13/25

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

By: 

Its: President

Date: 11/12/25