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## MEMORANDUM

TO: ELPS Board

FROM: Rulesha Glover-Payne *RGP*  
*Chief Human Resources Officer & Title IX Coordinator*

DATE: January 14, 2026

SUBJECT: East Lansing Educational Support Personnel Association and District Tentative Agreement

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The District and East Lansing Educational Support Personnel Association have reached a Tentative Agreement for a two-year agreement.

Attached for your review and vote is the Summary of Changes document outlining all the changes and the revision-tracked copy of the collective bargaining agreement.

If you have any questions regarding the changes or the negotiation process, please feel free to contact my office.