

MEMORANDUM

TO: ELPS Board

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

DATE: September 5, 2025

SUBJECT: East Lansing Education Association and District Tentative Agreement

The District and East Lansing Education have reached a Tentative Agreement for a three-year agreement.

Attached for your review and vote is a red-line version of the three (3) area of changes made from the previous tentative agreement brought before the board. Areas not listed will remain the same as previously voted on by the Board.

Modifications include:

1. Off schedule wage increase for staff on step 16.5 and 17. Move from .5% to 1%.
2. Changes to Health insurance language. Change contribution language from percentage to a flat dollar amount.
3. Change the medical sick leave bank from employee sick days contributed to employer contributed sick days.

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