

**Letter of Agreement
by and between
Grand Rapids Public Schools
AND
Grand Rapids Education Association**

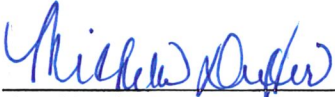
Temporary in-person Social Workers and School Psychologists support

Currently, there are 44 multiple vacancies for School Psychologists and School Social Workers that the Grand Rapids Public Schools (GRPS) Human Resources Department has been unable to fill. There is a national shortage in the field of Psychology and Social Workers, with hospitals and other organizations also struggling to find employees as well. This shortage at GRPS has resulted in the current staff having to cover more students, which has presented a hardship for them.

At this point, partnering with a staffing agency that can provide School Psychology and School Social Work services on a temporary basis is the only viable solution to filling this desperate need. GRPS will encourage staffing agency employees to apply for permanent positions with GRPS and will consider paying reasonable fees to the agency for viable hires. GRPS will provide GREA with information regarding this arrangement upon its request.


The parties agree that in these unusual circumstances, GRPS will utilize the services of a staffing agency to temporarily fill School Psychologist and School Social Work vacancies through the end of the 2026-2027 School Year ~~for the remainder of the 2025-2026 school year~~ with in-person staff. GRPS will continue to seek permanent employees even while utilizing external assistance.

This Agreement establishes no precedent by and between the parties, establishes no binding practice or custom, and does not establish a breach, modification of, or a grievable event under the collective bargaining agreement between the parties.



For GRPS
12/16/2025

Date

 GREA

For GREA
12/2/2025

Date