

LETTER OF AGREEMENT

Between the  
GRAND RAPIDS PUBLIC SCHOOLS  
and the  
GRAND RAPIDS EDUCATION ASSOCIATION

IEP Compensation for Non-caseload IEPs  
July 7, 2025

It is mutually agreed between the parties that the following terms and conditions shall apply to the Grand Rapids Education Association (GREA) bargaining unit employees. No provisions of the July 7, 2025, through June 30, 2027, GREA Master Agreement not specifically referenced herein are modified by this agreement.

1. This agreement allows for an employee to be compensated for attending IEP and other IEP-related meetings and completing the appropriate paperwork for scholars who are not presently on their caseload or that exceed the employee's contractual caseload limit.
2. The employee will be compensated at the prorated hourly rate appropriate for their individual salary to the nearest quarter hour.
3. This is work beyond contractual duty hours.
4. Time will be turned in through an Additional Work Form (AWF) and processed with regular pay dates. AWFs must be submitted by the established and published processing deadlines.

This agreement is in effect until June 30, 2027. This Agreement establishes no precedent 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

Michelle Dexter

Print Name

Michelle Dexter

Signature

Assistant Superintendent  
of IEP

Title

For GREA

MATT MARLOW

Print Name

M. Marlow 12/2/2025

Signature

GREA PRESIDENT

Title