



East Lansing  
Public Schools

## MEMORANDUM

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**TO:** East Lansing Board of Education

**FROM:** Dori Leyko, Superintendent

**SUBJECT:** 27L Letter of Agreement

**DATE:** April 25, 2026

**Recommendation:**

The Board of Education approve the Letter of Agreement between the District and the East Lansing Education Association (ELEA), the American Federation of State, County and Municipal Employees (AFSCME - administrative assistants) and East Lansing Educational Support Personnel Association (ELESPPA - paraprofessionals).

**Background:**

The 2025-26 School Aid Budget included funds for Educator Compensation (Section 27L). Budget language required that these funds be negotiated with union leaders to determine disbursement. After multiple negotiation meetings, a Letter of Agreement was signed and is included with this memo. The District will distribute these funds on May 22, 2026.

## LETTER OF AGREEMENT

**Between**  
**Board of Education of the City of East Lansing (the "District")**  
**and the**  
**East Lansing Education Association (ELEA)**  
**East Lansing Education Support Personnel Association (ELESPPA)**  
**Local 1390 American Federation of State, County, and Municipal Employees (AFSCME)**

This Letter of Agreement ("LOA") is entered into by and between the Board of Education of the City of East Lansing ("District") and the East Lansing Education Association (ELEA), East Lansing Education Support Personnel (ELESPPA), and Local 1390 of the American Federation of State, County, and Municipal Employees (AFSCME) (collectively, the "Associations"). This LOA relates to State funding available under Section 271 of the State School Aid Act, MCL 388.16271 ("Section 271") and serves as an amendment to the current collective bargaining agreement ("CBA") between the District and the Associations.

### **PURPOSE:**

Section 271 provides one-time funding to school districts for the purpose of increasing educator compensation. The parties mutually acknowledge that all bargaining unit employees qualify as "educators" as defined under Section 271. The parties have engaged in collective bargaining regarding the distribution of Section 271 funds and agree to allocate such funds to members of the Associations' bargaining units in accordance with the provisions set forth below. By entering into this LOA, the parties agree that the district has fulfilled its obligation to bargain over the distribution of Section 271 funds.

### **AGREEMENT:**

- 1) Eligibility Criteria. The district shall issue a one-time payment from Section 271 funds to each eligible bargaining unit member during May 2026. A member shall be deemed eligible if they were employed by the district on March 31, 2026 and remain employed through April 30, 2026.
- 2) Payment Allocation. All payments are subject to standard withholdings, including but not limited to taxes and retirement contributions.
  - a) Employees scheduled and working 20 or more hours per week shall receive a one-time payment of \$975.00.
  - b) Employees scheduled and working at least 10 hours per week but less than 20, shall receive \$488.00.
  - c) Employees scheduled and working less than 10 hours per week shall receive \$163.00.
- 3) Effective Date and Expiration. This LOA shall become effective upon execution by both parties and shall remain in effect through June 30, 2026 at which time it shall expire.
- 4) Board Approval. Notwithstanding any provision to the contrary, this LOA is contingent upon approval by the Board prior to the payment date, as documented in an official Board resolution or meeting minutes.

5) Non-Precedential Effect. This LOA is non-precedential and shall not be cited or relied upon as evidence of any past practice or policy.

**AUTHORIZATION:**

This LOA is executed on behalf of the School District pursuant to the authority granted by the Board of Education of the City of East Lansing pursuant to Board action taken on April 27, 2026.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed in their respective names and in the case of the Board of Education and School District, by its President, Secretary and Superintendent.

4/13/26

Date

4/15/26

Date

4/13/26

Date

4/15/26

Date

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Date

\_\_\_\_\_

Date

By: [Signature]

President of ELEA

By: [Signature]

President of ELESPEA

By: [Signature]

President of AFSCME

By: [Signature]

Superintendent

By: \_\_\_\_\_

President of the Board of Education

By: \_\_\_\_\_

Secretary of the Board of Education