



Monroe Public Schools

1275 N. Macomb St., Monroe, MI 48162 · (734) 265.3020

MEMORANDUM OF UNDERSTANDING

To: MPS Teachers Education Association MEA/NEA
From: Monroe Public Schools Human Resources
Date: June 15, 2026

Re: Teacher Professional Development

Monroe Public Schools (the "District") and the Monroe Public Schools Teachers Education Association (MEA/NEA) (the "Association") (collectively, "the Parties"), in order to clarify and give full effect to the agreement between the Parties formalized in the collective bargaining agreement (the "Agreement"), hereby agree as follows:

Professional Development Attendance and Make-Up Requirements

This Memorandum of Understanding ("MOU") is entered into between Monroe Public Schools ("District") and the Monroe Education Association ("Association") regarding attendance and participation requirements for mandatory Professional Development ("PD") days.

1. Mandatory Attendance

All scheduled Professional Development days shall be considered mandatory workdays for bargaining unit members.

If a bargaining unit member is absent for all or part of a PD Day due to illness, personal business, or any other approved leave, the member shall be required to complete the missed PD content, except as noted in section 3.

2. Make-Up Requirements

Any employee absent from a PD Day shall be required to complete the missed PD during the regular school day through the use of a District-approved committed substitute teacher.

The District may require the employee to:

- View a recorded version of the PD session(s);
- Complete all assigned activities, reflections, or related coursework; and
- Successfully answer questions or assessments related to the PD content to verify completion.

Completion timelines and procedures shall be determined by the District administration.

3. Compensation and Docking Provisions

Because Professional Development days are mandatory workdays, the following compensation provisions shall apply:

If an employee misses the full PD Day on August 26, 2026 or August 27, 2026, the employee shall be docked pay, regardless of the type of leave requested or available.

No leave days, including sick leave or personal business days, may be utilized to avoid docking for the full PD days on August 26, 2026 or August 27, 2026. Days missed due to extenuating circumstances with approval from the Human Resources Office shall be eligible for leave time, if available. Documentation will be required to be submitted to the Human Resources Office in such a case.

4. GCN Training Requirements

The parties acknowledge that annual GCN training courses are mandatory professional development requirements customarily completed prior to the start of the school year.

For the 2026–2027 school year only, bargaining unit members shall be required to complete all assigned GCN trainings on or before November 25, 2026.

The District shall provide a full Professional Development Day on November 25, 2026 for the purpose of completing required GCN training and related professional development activities. Because bargaining unit members are compensated for a full PD Day on November 25, 2026, no additional compensation, stipend, or supplemental pay shall be provided for completion of the required GCN trainings.

Failure to complete required GCN training by the established deadline may result in administrative follow-up and/or directives consistent with District policy and operational requirements.

5. Non-Waiver

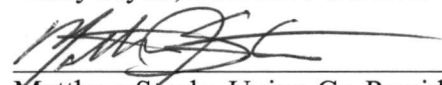
Nothing in this MOU shall limit the District's authority to require employee participation in mandatory training or Professional Development required by law, Board policy, administrative directive, accreditation standards, or District operational needs.

6. Duration

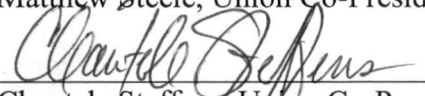
This MOU shall apply only to the 2026–2027 school year and shall expire at the conclusion of that school year unless otherwise mutually agreed upon in writing by the parties.


Cindy Flynn, Executive Director of Human Resources

6.15.26
Date


Matthew Steele, Union Co-President

6/15/26
Date


Chantele Steffens, Union Co-President

6/15/26
Date