

**MEMORANDUM OF UNDERSTANDING BETWEEN  
MT. CLEMENS COMMUNITY SCHOOLS AND  
MT. CLEMENS EDUCATION ASSOCIATION  
IN REGARDS TO WAGES FOR THE 2025/2026 SCHOOL YEAR**


This Memorandum of Understanding is entered into between the Mt. Clemens Community Schools Board of Education (hereinafter "Board") and MEA-NEA Local 1 (hereinafter "Association"). The parties recognize the following:

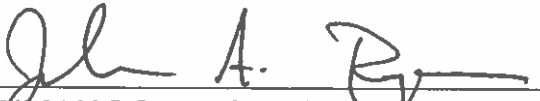
*In an effort to recognize the commitment of certified staff to Mt. Clemens Community Schools and in an effort for Mt. Clemens Community Schools to remain competitive in retaining and attracting certified staff, the parties agree to the following wage adjustments for the 2025/2026 school year:*

*Each staff member covered by Collective Bargaining Agreement who was both certified and employed during the 2024/2025 school year will advance once step on the salary scale;*

*Each staff member covered by the Collective Bargaining Agreement who was both certified and employed during the 2024/2025 school year who is currently at the top of the salary schedule will receive a 5% off-schedule salary increase for the 2025/2026 school year; and*

*In the event that a staff member covered by the Collective Bargaining Agreement should become certified during the 2025/2026 school year, they will advance one step at the semester.*

  
MICHAEL FRINGER, President  
On behalf of the Association

  
JULIAN ROPER, Superintendent  
On behalf of Mt. Clemens Community Schools