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**Michigan Education Association**

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Letter of Agreement  
between  
Reading Education Association  
and  
Reading Board of Education

September 20<sup>th</sup>, 2026

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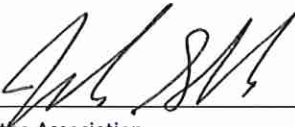
The Reading Education Association (Association) and the Reading Board of Education (Board) agree to the following for the 2026-2027 and 2027-2028 school year(s):

Upon execution of this Agreement, any newly hired teacher employed by the District under an emergency certification (permit) shall remain at Step One (1) of the salary schedule until the teacher has completed all required certification training, passed the required Michigan Test for Teacher Certification (MTTC), received the appropriate teaching certificate issued by the Michigan Department of Education (MDE), and provided documentation of such certification to the District's central office.

To advance to Step Two (2) of the salary schedule for the upcoming school year, the teacher must provide documentation of the MDE-issued teaching certificate to the District's central office no later than the first day of Professional Development for that school year. A teacher who does not provide the required documentation by that date shall remain at Step One (1) of the salary schedule for that school year.

**Reading Education Association**

**Reading Board of Education**

 , 9/22/26  
\_\_\_\_\_  
For the Association                      Date

 , 9-22-26  
\_\_\_\_\_  
For the Board                      Date