

Fraser Public Schools and AFSCME
Letter of Agreement Accompanying Tentative Agreement
March 25, 2013

The parties agree to the following:

If the law changes such that extension of this collective bargaining agreement which includes Agency Shop causes a financial penalty to the District based solely on the ratification and/or length of this agreement, then the parties will meet and do one of the following: (1) re-open the agreement solely for the purposes of rectifying the financial penalty, or (2) nullify or modify parts of Article 5.B

For the Association:



Date: 3-25-13

For the District:



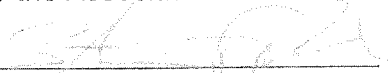
Date: 3/25/13

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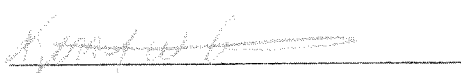
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Date: 3 25 13


3/25/2013

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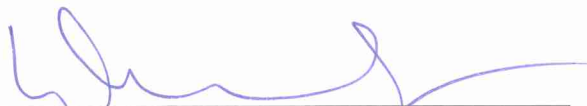
Date: 3/25/13

Letter of Ratification

This letter states and verifies that the tentative agreement signed March 22, 2013, was voted on and ratified by the Fraser Public Schools Board of Education on Monday March 25, 2013, and by AFSCME Local 3846, Sub Chapter 12, Operations And Maintenance, on Tuesday, March 26, 2013.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement by their duly authorized representatives on March 27, 2013, constituting a fully executed agreement that extends to June 30, 2016.

FRASER PUBLIC SCHOOLS DISTRICT

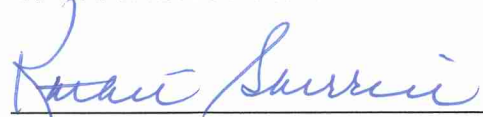


Dr. David Richards, Superintendent

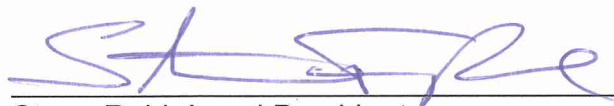


Kerry Terman, Director, Human Resources

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
MICHIGAN COUNCIL #25 AND ITS AFFILIATE LOCAL #3846 SUB CHAPTER 12,
OPERATIONS AND MAINTENANCE.



Kathie Sherrill
Council 25 Staff Representative



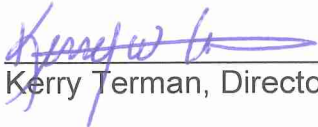
Steve Reid, Local President

IN WITNESS WHEREOF, the parties hereto have signed this Agreement with an expiration date of June 30, 2016, by their duly authorized representatives on March 27, 2013.

FRASER PUBLIC SCHOOLS DISTRICT



Dr. David Richards, Superintendent



Kerry Terman, Director, Human Resources

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
MICHIGAN COUNCIL #25 AND ITS AFFILIATE LOCAL #3846 SUB CHAPTER 12,
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Kathie Sherrill
Council 25 Staff Representative



Steve Reid, Local President