

**Fraser Public Schools District And
AFSCME Local 3846, Food Service
Tentative Agreement
March 25, 2013**

The circumstances leading to this agreement are as follows. The PPACA regulations recently published indicate that the District will be required to offer health insurance benefits to employees who would not otherwise qualify for such benefits. The District is interested in opening the current labor contract to address this issue to contain costs. The Union is willing to do so, provided that the parties extend their labor contract an additional two years.

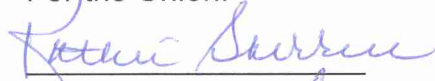
Therefore, the parties hereby agree as follows:


1. The parties agree to re-open the contract on the issue of all health insurance issues as well as working conditions related to or impacted by the PPACA regulations that relate to the District's ability to contain costs.
2. The parties agree to extend the current agreement two additional years, with a new contract expiration date of June 30, 2016. For 2014-15 and 2015-16 there will be a re-opener on economic issues. Each party can also elect to re-open the contract on three non-economic language issues.

All other contract provisions shall remain unchanged in the new agreement except as provided above.

It is further understood that this agreement is contingent upon ratification by the Board of Education and the Union.

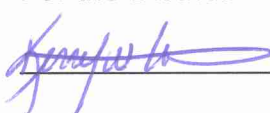
For the Union:





Date: 3-25-13

For the District:




Date: 3/25/13

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:



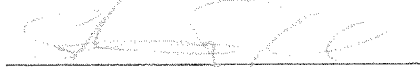
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Fraser Public Schools and AFSCME
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For the Association:



Date: 3/25/13


3/25/2013

For the District:



Date: 3/25/13

Letter of Ratification

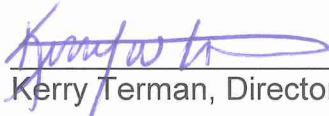
This letter states and verifies that the tentative agreement signed March 22, 2013, was voted on and ratified by the Fraser Public Schools Board of Education on Monday March 25, 2013, and by AFSCME Local 3846, Sub Chapter 14, Food Service, on Tuesday, March 26, 2013.

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

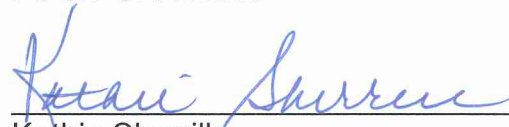


Dr. David Richards, Superintendent

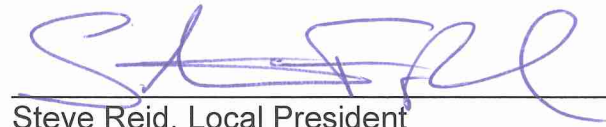


Kerry Terman, Director, Human Resources

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
MICHIGAN COUNCIL #25 AND ITS AFFILIATE LOCAL #3846 SUB CHAPTER 14,
FOOD SERVICE.




Kathie Sherrill
Council 25 Staff Representative



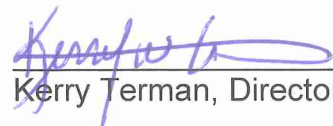
Steve Reid, Local President

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 14,
FOOD SERVICE.



Kathie Sherrill
Council 25 Staff Representative



Steve Reid, Local President