
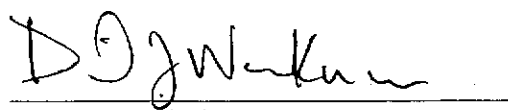


**Memorandum of Understanding  
Between  
Farmington Public Schools  
And the  
Farmington Education Association, MEA/NEA**

1. On August 23, 2011 Farmington Public Schools (the District) and the Farmington Education Association (Association) entered into a collective bargaining agreement (the Agreement) covering the two (2) year period 2011-2012 and 2012-2013.
2. As part of the economic parameters of the Agreement, the District agreed to apply up to ½ step increase to the base salary of those teachers on steps conditioned upon a projected fund balance as reflected in the first amended 2012-2013 budget in excess of eleven (11%) percent.
3. In the event that the projected fund balance reflected in the first amended 2012-2013 budget exceeded 11% in an amount over and above that required to fully cover a ½ step increase, the Agreement provides that those excess funds would be used to establish health savings accounts for the members based upon their status in the health plan of the District.
4. The first amended budget as presented to the Board of Education on January 15, 2013 reflects a projected fund balance of 10.92% and, consequently, does not provide for funds in excess of 11% to apply to the provisions detailed in paragraphs 2 and 3 above.
5. On January 15, 2013 the first amended budget was presented to the Board of Education for adoption, such first amended budget reflecting a projected ending fund balance of 10.92%
6. Although the first amended budget does not reflect a sufficient projected fund balance to fulfill the stated parameters of the original Agreement, the Board of Education has offered, and the Association has agreed to accept by this Memorandum of Understanding, to provide a ½ step increase for teachers currently on steps and employed by the District prior to the end of the 2011-2012 school year. The Parties have agreed to enter into expedited bargaining to arrive at a successor agreement between the parties, such bargaining having a stated goal of a ratified agreement not later than March 26, 2013.
7. The payment of the ½ step made pursuant to paragraph 6 above will be processed and paid as one-time off-schedule lump-sum payment as soon as practical, but not later than March 8, 2013, and the District data will be amended to reflect the ½ step movement on Schedule A for the 2012-2013 school year.
8. By execution of this Memorandum of Agreement the parties agree to issue the attached joint statement to the members of the Association to advise them of this modification.

Agreed this 25 day of January, 2013 by:

  
District

  
Association