

LETTER OF AGREEMENT
BETWEEN
LAKE ORION COMMUNITY SCHOOLS
AND

**THE UNION OF THE AMERICA FEDERATION OF STATE, COUNTY, AND MUNICIPAL
EMPLOYEES, COUNCIL 25 LOCAL UNION #1472**

The parties recognize that because of the language change to Article 20-A Summer Employment and the fact that Summer Employment for 2019 will begin under the terms of the current contract that shall expire on June 30, 2019, and conclude under the terms of the new contract that the following shall govern Summer Employment in 2019.

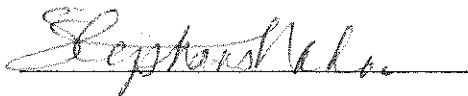
- All summer employees shall have available to them 5 consecutive days to be utilized as time off during the summer of 2019 so long as notification prior to June 3, 2019 is given to the Early Childhood Director or Designee.
- Employees may use earned bank time from their 2018-19 school year bank to be to compensated for any and all of the five consecutive days allowed for use in the summer of 2019.
- If individuals do not have earned bank time from the 2018-2019 school year available to them they may take the consecutive days as unpaid.
- No bank time from 2018-19 may be used outside of the allowed five consecutive days available.
- No sick/vacation days granted or earned for the 2019-20 in accordance with negotiated contract beginning July 1, 2019 may be used during summer 2019

This Letter of Agreement shall expire at the conclusion of the Summer Work period of 2019, and contract language from the 2019-2021 contract shall govern summer employment.

The Union of the American
Federation of State, County, and Municipal
Employees, Council 25 and its affiliate
Local #1472

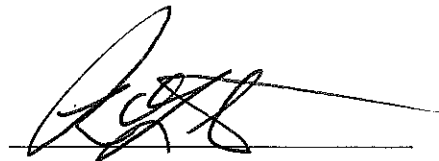


Michelle Cox,
AFSCME Chair

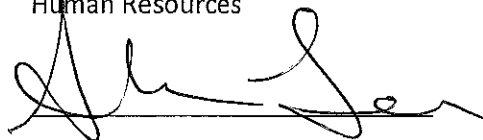


Stephanie Nahas,
AFSCME REP

Lake Orion Community Schools



Rick L. Arnett,
Assistant Superintendent of
Human Resources



Shannon Lewis,
Human Resources Assistant

LETTER OF AGREEMENT
BETWEEN
LAKE ORION COMMUNITY SCHOOLS
AND

THE UNION OF THE AMERICA FEDERATION OF STATE, COUNTY, AND MUNICIPAL
EMPLOYEES, COUNCIL 25 LOCAL UNION #1472

The parties recognize that because of the language change regarding earned time off, previously referred to as "Bank Days" in the expired contract that any "Bank Days" not used prior to June 30, 2019 shall be rolled over to the 2019-2020 school year as "Sick Leave" in accordance with Article 20 Paid Days of Absence Section A Sick Leave.

This agreement shall expire once all roller days have been completed by the District's payroll office.

The Union of the American
Federation of State, County, and Municipal
Employees, Council 25 and its affiliate
Local #1472




Michelle Cox,
AFSCME Chair

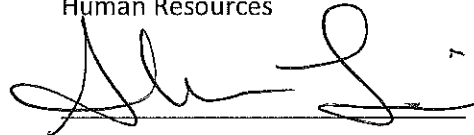


Stephanie Nahas,
AFSCME REP

Lake Orion Community Schools



Rick L. Arnett,
Assistant Superintendent of
Human Resources



Shannon Lewis,
Human Resources Assistant