

AMENDMENT TO COLLECTIVE BARGAINING AGREEMENTS

The Board of Education of the Walled Lake Consolidated Schools (the District) is party to collective bargaining agreements, covering the period 2008 to 2012, with the Walled Lake Transportation Association (WLTA), the Walled Lake Paraeducators Association (WLPA) and the Walled Lake Educational Support Personnel (ESP #1) (collectively, the Unions).

The District and the Unions wish to amend the current collective bargaining agreements (the CBAs) according to the terms of this Amendment.

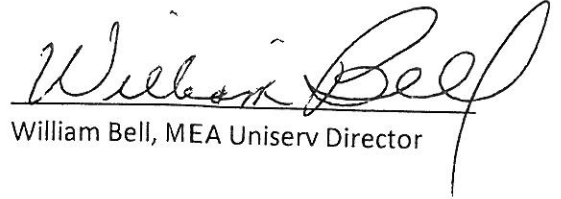
THEREFORE, IT IS AGREED:

1. This Amendment covers all WLTA members, all WLPA members who work in the District's transportation department and all ESP #1 members who work in the District's transportation department (the Affected Employees).
2. The Unions agree the District may implement the following concessions for the Affected Employees:
 - a. Starting on July 1, 2010 and continuing through June 30, 2013:
 - i. The District will reduce the Affected Employees' pay by 10%. The word "pay," as used here, means wages, holiday pay, vacation pay and contributions the District makes for the Affected Employees' FICA taxes and MPERS benefits.
 - ii. The District will eliminate, for each Affected Employee, five vacation days, five holidays and one floating holiday. The eliminated holidays include Labor Day, Thanksgiving Friday, Christmas Day, New Years Day, and Memorial Day.
 - iii. Affected Employees will contribute from their wages 20% of the costs of all of their insurance benefits.
 - iv. New hires and re-hires will not be eligible for any insurance benefits unless the District schedules them to work at least 30 hours a week.
 - v. The pay of new hires and re-hires will be 20% less than the pay of Affected Employees on June 30, 2010.
 - b. Starting on July 1, 2011 and continuing through June 30, 2013:
 - i. The District will eliminate, for each Affected Employee, one additional vacation day, for a total of six.
 - ii. Affected Employees who choose to take vision and dental insurance will contribute from their wages the entire cost of their vision and dental insurance benefits, in addition to the contribution set forth in paragraph 2.a.iii.

3. If the legislature mandates wage reductions or contributions to insurance benefits for Affected Employees that are less than those set forth in this Amendment, the District will re-open the CBAs to discuss those legislative mandates. If possible, the District will agree to additional amendments to prevent the legislative mandates from increasing the concessions experienced by Affected Employees under this Amendment. For example:
 - a. Example 1 - Affected Employees experience a 20% contribution to health insurance benefits as a result of this Amendment ... Legislature mandates a 30% contribution to health insurance benefits ... Affected Employees' total contribution would be 30%.
 - b. Example 2 - Affected Employees experience a 20% contribution to health insurance benefits as a result of this Amendment ... Legislature mandates a 10% contribution of health insurance benefits ... Affected Employees' total contribution would be 20%.
4. Starting on July 1, 2010, in addition to paragraph 2, Affected Employees will be financially responsible for any and all cost increases the District experiences for their insurance benefits and MPSERS benefits. If the District experiences such increases, it will consult with the Unions, for a period of no more than 30 calendar days from the date the District so notifies the Unions, concerning the manner in which the Affected Employees will assume their financial responsibility. For example, the parties may discuss and agree to implement alternative and less expensive insurance plans. However, if no agreement is reached within the referenced 30 calendar day period, the Unions agree the District may unilaterally implement additional changes to Affected Employees' compensation to effectuate the financial responsibilities assumed under this paragraph.
5. This Amendment assumes that, in each school year between July 1, 2010 and June 30, 2013, at least six Affected Employees currently employed by the District will terminate employment with the District and be replaced by new hires. Therefore, Affected Employees will be financially responsible if at least six Affected Employees currently employed by the District do not terminate employment with the District and the District does not replace them with new hires in each school year between July 1, 2010 and June 30, 2013. The Unions agree the District may unilaterally implement additional changes to Affected Employees' compensation to effectuate the financial responsibilities assumed under this paragraph. Conversely, if more than 18 Affected Employees currently employed by the District terminate employment with the District and are replaced by new hires between July 1, 2010 and June 30, 2013, the District will reduce the Affected Employees' financial responsibility under paragraphs 4 and 5 of this Amendment accordingly.
6. This Amendment supersedes any inconsistent articles or sections of the CBAs.



William A. Hamilton, Superintendent
Walled Lake Consolidated Schools



William Bell, MEA Uniserv Director

Drivers

2009-10

Step 1	\$ 16.52
Step 2	\$ 17.19
Step 3	\$ 17.82
Step 4	\$ 19.20
Step 5	\$ 19.78

2010-13 - current 10%

Step 1	\$ 14.87
Step 2	\$ 15.47
Step 3	\$ 16.04
Step 4	\$ 17.28
Step 5	\$ 17.80

2009-10

Step 1	\$ 16.52
Step 2	\$ 17.19
Step 3	\$ 17.82
Step 4	\$ 19.20
Step 5	\$ 19.78

2010-13 New Hires - 20%

Step 1	\$ 13.22
Step 2	\$ 13.75
Step 3	\$ 14.26
Step 4	\$ 15.36
Step 5	\$ 15.82

Transportation Para's

2009-10

Schedule B	
Step 0	\$ 13.07
Step 1	\$ 15.26
Step 2	\$ 16.00
Step 3	\$ 16.63
Step 4	\$ 17.29
Step 5	\$ 17.63

2010-13 Current -10%

Schedule B	
Step 0	\$ 11.76
Step 1	\$ 13.73
Step 2	\$ 14.40
Step 3	\$ 14.97
Step 4	\$ 15.56
Step 5	\$ 15.87

2009-10

Schedule B	
Step 0	\$ 13.07
Step 1	\$ 15.26
Step 2	\$ 16.00
Step 3	\$ 16.63
Step 4	\$ 17.29
Step 5	\$ 17.63

2010-13 New Hires -20%

Schedule B	
Step 0	\$ 10.46
Step 1	\$ 12.21
Step 2	\$ 12.80
Step 3	\$ 13.30
Step 4	\$ 13.83
Step 5	\$ 14.10

Mechanics 2009-10

	Step 1	Step 2	Step 3	Step 4
Mechanics Helper	14.06	14.47	14.93	15.37
Mechanic III	19.03	19.61	20.18	20.79
Mechanic III	20.54	21.15	21.79	22.46
Mechanic III	21.80	22.46	23.12	23.82
Master Truck	23.74	24.46	25.19	25.94
Mstr Truck/Welding	28.51	29.09	29.55	29.86

Mechanics 2010-13 - Current 10%

	Step 1	Step 2	Step 3	Step 4
Mechanics Helper	12.65	13.02	13.44	13.83
Mechanic III	17.13	17.65	18.16	18.71
Mechanic III	18.49	19.04	19.61	20.21
Mechanic III	19.62	20.21	20.81	21.44
Master Truck	21.37	22.01	22.67	23.35
Mstr Truck/Welding	25.66	26.18	26.60	26.87

Mechanics 2010-13 - New Hires 20%

	Step 1	Step 2	Step 3	Step 4
Mechanics Helper	11.25	11.58	11.94	12.30
Mechanic III	15.22	15.69	16.14	16.63
Mechanic III	16.43	16.92	17.43	17.97
Mechanic III	17.44	17.97	18.50	19.06
Master Truck	18.99	19.57	20.15	20.75
Mstr Truck/Welding	22.81	23.27	23.64	23.89