

**COLLECTIVE  
BARGAINING  
AGREEMENT**

BETWEEN

**INKSTER PUBLIC  
SCHOOLS**

AND

**MICHIGAN A.F.S.C.M.E  
COUNCIL 25 AFL- CIO LOCAL 1638  
(NON-TEACHING EMPLOYEES)**

**2012-2015**

**Letter of Agreement**

**Between**

**The School District of the City of Inkster**

**And**

**American Federation of State, County and Municipal Employees, Council 25  
Local No. 1638**

September 20, 2012

Term of Contract – Three (3) years (2012 -2015) – contract to expire August 31, 2015 at 11:59 pm.

Wage/Benefit Reopener

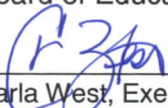
During the term of this agreement, the Parties agree that either the Employer or the Union may reopen the contract to negotiate wages and/or benefits. The Parties shall be entitled to reopen on August 31, 2013 and/or August 31, 2014 by giving the other Party a sixty(60) day written notice indicating their desire to reopen. In such event, the Parties agree to promptly enter into said negotiations.

Compensation:

Along with the 20/80 split on Health Care and no step increases, the Union agrees to a 10% reduction in pay. The Union agrees to this reduction in pay and understands that the Employer will seek and/or implement similar reductions (pay/staffing) from other employees within the District. Said wage reductions shall become effective the first pay period after October 1, 2012.

Additionally, the Parties agree that any terms of the contract that are not in compliance with the law shall be modified to be compliant with the law.

Inkster Public Schools  
Board of Education:

  
\_\_\_\_\_  
Carla West, Executive Director of HR

Michigan AFSCME Council 25 AFL-CIO  
Local 1638:

  
\_\_\_\_\_  
William Acklin, Union President

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on the day and year first above written.

Inkster Public Schools  
Board of Education

Evelyn Clark

President

Scott E. Williams

Secretary

Michigan AFSCME Council 25 AFL-CIO  
Local 1638

Billie C. Ash

President

DeAngelo Malcolm <sup>h.c.</sup> 10/29/12

Chief Negotiator

Lisa C. Mikry

Bargaining Team Member

Joseph Hubby

Bargaining Team Member

Dionel Booker

Bargaining Team Member

Sandra French

Bargaining Team Member