

LETTER OF UNDERSTANDING

IT IS HEREBY AGREED between the Gibraltar School District ("the School District") and the Supervisors and Administrators of the Gibraltar School District, AFL-CIO, Local 43 ("the Union") as follows:

1. The parties acknowledge and agree that as a result of the enactment of Public Act 103 of the Public Acts of 2011, Article XII, Sections A and B of the parties' collective bargaining agreement are not enforceable as they apply to bargaining unit members covered by Section 1249 of the Michigan School Code. Should a court or administrative agency of competent jurisdiction issue a decision that all or part of Public Act 103 is unconstitutional or otherwise not legally effective, then Article XII, Sections A and B of the parties' collective bargaining agreement shall immediately be in full force and effect, subject to further decisions of courts or administrative agencies of competent jurisdiction.

2. This document represents the entire agreement of the parties as to the matters to which it relates, and no other such document shall be binding unless in writing and signed by the parties.

THE SCHOOL DISTRICT

By: Bruce Burger

Its: Superintendent

Date: 2/18/15

THE UNION

By: William M. Johnson

Its: PRESIDENT

Date: 2/16/15