

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE GIBRALTAR SCHOOL DISTRICT
AND
THE GIBRALTAR EDUCATION ASSOCIATION MEA/NEA**

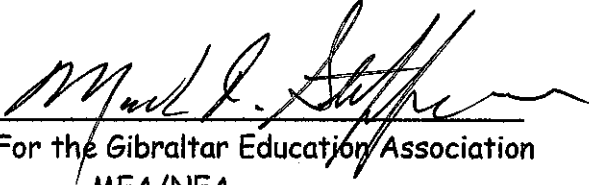
The Gibraltar School District, hereinafter called the Employer, and the Gibraltar Education Association MEA/NEA, hereinafter called the Union, agree:

1. This Memorandum of Understanding is being executed contemporaneously with the execution of the Parties' Collective Bargaining Agreement ("Agreement"), and will be attached to that collective bargaining agreement.

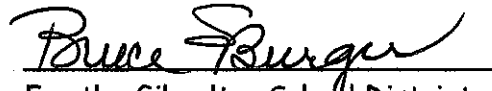
2. The Parties recognize and agree that as a result of the enactment of Public Act 103 of the Public Acts of 2011, the provisions of the Parties' ("Agreement") identified below are not enforceable as they apply to bargaining unit members who are subject to the Michigan Teacher Tenure Act, but these provisions continue in full force and effect for those bargaining unit members who are not subject to the Teacher Tenure Act. Specifically these include the positions of psychologist, social worker, speech and language, annually authorized vocational education instructor, and counselor. Should a court or administrative agency of competent jurisdiction issue a decision that all or part of PA 103 is unconstitutional or otherwise not legally effective, then those provisions set forth below that were not enforceable due to the provision of PA 103 affected by the decision of the court or administrative agency shall immediately be in full force and effect, subject to further decisions of courts or administrative agencies of competent jurisdiction. Those provisions are:
 - Article VI - Teacher Rights - sections 6.2; 6.4
 - Article XIII - Filling of Teacher Positions/Vacancies and Job Bidding - 13.4 A, B & D
 - Article XIV - Assignments, Schedules, Transfer Requests, Locations - 14.3 A; 14.5; 14.6
 - Article XV - Evaluation - sections 15.1 - 15.3; 15.5; 15.7-15.8; 15.10-15.11
 - Article XXII - Reductions of Personnel - 22.1 - 22.5; 22.7-22.8
 - Article XXVII - Shared Staffing - entire article

- Appendix E - Evaluation Form and Report Timetable - entire appendix

3. These documents represent the parties' entire understanding as to the matters to which it relates, and no other such agreement is binding unless in writing and signed by the parties.



For the Gibraltar Education Association
MEA/NEA



For the Gibraltar School District

10/8/13
Date

10/8/13
Date