

**Memorandum of Understanding
between
Farmington Public Schools
and
Farmington Association of School Administrators**

In the interest of sound labor-management relations, the Farmington Public Schools (the "District") and the Farmington Association of School Administrators (the "Association") agree as follows:

In response to the widespread and severe health, economic, and social harms posed by the COVID-19 pandemic, Governor Whitmer, on March 10, 2020, declared a state of emergency across the state of Michigan. Governor Whitmer issued subsequent Executive Orders, including:

- EO 2020-11 (March 16, 2020): temporary school closures;
- EO 2020-21 (March 23, 2020), 2020-42 (April 9, 2020), EO 2020-59 (April 24, 2020), EO 2020-70 (May 1, 2020), and EO 2020-77 (May 7, 2020): temporary requirement to suspend activities that are not necessary to sustain or protect life; and
- EO 2020-35 (April 2, 2020) and EO 2020-65 (April 30, 2020): provision of K-12 education during the remainder of the 2019-2020 school year.

The COVID-19 pandemic and the related Executive Orders have prevented the parties from engaging in traditional bargaining for a successor agreement to the parties' current collective bargaining agreement (CBA), which will expire June 30, 2020.

The COVID-19 pandemic and the related Executive Orders have created uncertainty regarding the structure for K-12 education for 2020-2021, including, but not limited to, whether instruction will be delivered in person, by remote means, or through some combination thereof.

This uncertainty regarding the structure for K-12 education for 2020-2021 in turn creates uncertainty with regard to District staffing needs for 2020-2021.

The COVID-19 pandemic has created uncertainties around school funding for the remainder of 2019-2020 and future years. Information shared from the Consensus Revenue Estimating Conference (CREC), which took place Friday, May 15th, 2020 revealed the potential for a proration that could produce a K-12 per pupil cut of \$650-700 in the current 2019-20 fiscal year, as well as into future years. This information has yet to be finalized, though, and the severity and duration of the per pupil reduction has yet to be determined by the State. The District's per pupil funding may fall to a level not seen since 2000-2001.

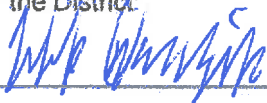
District enrollment for future years, and how it may be affected by the COVID-19 pandemic, also remains unknown

District administration has identified reductions and an intentional and judicious use of fund equity in order to create a balanced budget for 2020-2021, as required by law, without eliminating programs.

In light of these unprecedented circumstances, the District proposes the following for the 2020-2021 school year.

1. The parties' current CBA shall remain in full force and effect until December 31, 2020, with the following understandings to preserve the contractual status quo through December 31, 2020, unless otherwise agreed by the parties in a successor CBA
 - The 2019-2020 Salary Schedules will remain in place without adjustment.
 - Employees do not advance beyond the step at which they finished the 2019-2020 school year.
 - Employees do not receive an increase in longevity in the first paycheck in November pursuant to paragraph 3 of the parties' 2019-2020 Agreement (i.e., individual employees receive, at most, the longevity payments they received in 2019-2020. For example, an employee in their tenth (10th) year of service in the FASA unit in 2020-2021 did not receive longevity last year, and therefore would not receive it this year. An employee in their twentieth (20th) year would receive \$1,000.00, the same amount they received last year.
 - Upon submission of the appropriate credentials, employees may receive recognition for advanced study beyond the Master's Degree as outlined in Article V.I. of the parties' current CBA.
2. This Agreement is non-precedent setting.
3. This Agreement is the entire understanding between the parties and cannot be added to, changed, deleted from, or in any other way, modified without further written agreement between the parties.

For the District:



Date:

6.25.2020

For the Association:



Date:

6/24/2020