

**Memorandum of Understanding
between
Farmington Public Schools
and
Farmington Education Support Professionals Association**

In the interest of sound labor-management relations, the Farmington Public Schools (the "Employer") and the Farmington Education Support Professionals Association (the "Union") agree as follows:

1. 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.
2. 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.
3. In light of these unprecedented circumstances, the parties' current CBA shall remain in full force and effect until June 30, 2021, with the following understandings to preserve the contractual status quo through June 30, 2021, unless otherwise agreed by the parties in a successor CBA:
 - The 2019-2020 Appendix A Salary Schedules will remain in place without adjustment;
 - Employees do not advance steps and will begin the 2020-2021 school year on the same step at which they finished the 2019-2020 school year;

*Farmington Public Schools/ESP
Memorandum of Understanding – Extension of Contract Expiration Date*

- Employees do not receive an increase in longevity in the last paycheck in December pursuant to Article V.D.4. of the parties' CBA (i.e., individual employees receive, at most, the longevity payments they received in 2019-2020. For example, an employee in their fifth (5th) year of service in 2020-2021 did not receive longevity in 2019-2020, and therefore would not receive it in 2020-2021. An employee in their fifteenth (15th) year of service in 2020-2021 would receive \$600.00, the same amount they received in 2019-2020.);
- Employees do not receive an increase in vacation days with pay pursuant to Article V.M. of the parties' CBA (i.e., individual employees receive, at most, the vacation days with pay they received in 2019-2020. For example, a 10 month paraprofessional hired between July 1, 2001 and July 1, 2011 in their fifteenth (15th) year of service in 2020-2021 would receive 8 vacation days with pay, the same amount they received in 2019-2020.)
- The provision in Article V.M.1. of the parties' CBA for 10 month paraprofessionals hired before June 2017 shall be amended as follows:
 - a. Reduction of one (1) paid vacation day in exchange for one (1) Professional Development day in August 2020-2021.
 - b. The provision in subsection a. above shall sunset on June 30, 2021.

4. This Agreement is non-precedent setting.

5. 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 Farmington Public Schools



June 12, 2020

For the Farmington Education Support Professionals Association



June 15, 2020

Robert Gaines III, President