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**FPS Proposal to FTA - June 8, 2020 (In response to  
5/29/2020 FTA Proposal) (Resubmitted June 23, 2020)**

**Memorandum of Understanding  
between  
Farmington Public Schools  
and  
Farmington Transportation Association**

In the interest of sound labor-management relations, the Farmington Public Schools (the "Employer") and the Farmington Transportation 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 Salary Schedules set forth in Article V.A.1. 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;

- Employees do not receive an increase in longevity in the last paycheck in December pursuant to Article V.A.8. 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 seventh (7th) 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 \$400.00, the same amount they received in 2019-2020.);
  - Employees do not receive an increase in vacation pay or days pursuant to Article V.B. of the parties' CBA (i.e., individual employees receive, at most, the vacation days with pay they received in 2019-2020. For example, a driver hired on or after July 1, 2008 in their second year of service in 2020-2021 would receive the same pro-rated number of vacation days determined by their months of service in 2019-20 as allowed in Article V.B.c. of the FTA contract. A driver hired on or after July 1, 2008 in their sixth (6th) year of service in 2020-2021 would receive 2.5 days of vacation pay or days, the same amount they received in 2019-2020. A mechanic hired on or after July 1, 2008 in their sixteenth (16th) year of service would receive 15 days of vacation pay or days, the same amount they received in 2019-2020.)
4. The parties agree to continue the Attendance Incentive Memorandum of Understanding through June 30, 2021.
  5. This Agreement is non-precedent setting.
  6. 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



Robert Herrera, Superintendent

June 28, 2020

For the Farmington Transportation Association



Jason Roe, President

June 26, 2020

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