

MEMORANDUM OF UNDERSTANDING
between
Ferndale Education Association and Ferndale School District

In response to the State's 1.9% reduction of the LEAP schedule for the 2011-2012 school year and the 2012-2013 school year, the parties agree the reduction will be offset for employees in the following ways:

2011-2012

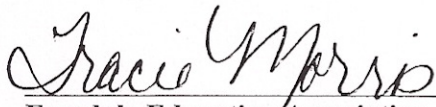
1. The District will pay PRS at a rate of 16.7% based on the reduced LEAP schedule for 2011-2012.
2. Teachers at all levels will be dismissed at the student release time on the following days:
 - Thursday of spring conference week
 - Friday of spring conference week
 - Friday before Memorial Day weekend
3. On the Wednesday of spring conference week, elementary teachers may choose to use the time either for conferences or for planning.
4. Teachers at all levels will be dismissed at the student release time on the (day scheduled as a district-directed) November early release.
5. On the remaining 9 scheduled early release days, teachers at their own discretion may utilize flex-time during their individually determined planning or collaboration time (meaning they may leave campus).

2012-2013

1. The District will pay PRS at a rate of 21% based on the reduced LEAP schedule for 2012-2013.
2. Teachers at all levels will be dismissed at the student release time on the following days:
 - Thursday of spring conference week
 - Friday of spring conference week
 - Friday before Memorial Day weekend
3. On the Wednesday of spring conference week, elementary teachers may choose to use the time either for conferences or for planning.
4. Teachers at all levels will be dismissed at the student release time on the (day scheduled as a district-directed) November early release.
5. On the remaining 9 scheduled early release days, teachers at their own discretion may utilize flex-time during their individually determined planning or collaboration time (meaning they may leave campus).

In the event that the LEAP schedule is restored to the 2010-2011 levels, this agreement is null and void and the parties return to the negotiated language in the 2010-2013 Collective Bargaining Agreement.

In the event of significant mid-year cuts in State funding during the 2011-2012 school year or double levy failure, the parties will meet to bargain the impact.



Ferndale Education Association

8/31/11

Date



Ferndale School District

8/31/11

Date