

LETTER OF AGREEMENT  
BETWEEN  
LAKE ORION COMMUNITY SCHOOL DISTRICT  
AND  
AFSCME, Local 1472 Chapter

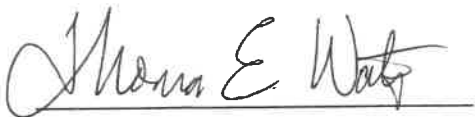
**Re: Deduction for Membership Dues**

- A. Starting with the 2025-2026 school year and upon receipt of AFSCME membership forms, signed by certified personnel, and master deduction list, the Board will deduct from employee salaries the dues and assessments of the Union. Members may only make this choice once per year. Deductions from dues assessments shall be made in equal installments for each pay period, within a schedule to be determined annually by the Union and presented to the Board prior to the second Monday following the first pay. The Board agrees to provide prompt detailed accounting of deductions and remit to the Union all deducted monies with each accounting report.
- B. Deductions authorized shall continue in effect unless authorization is revoked by the certified person in writing and copies are delivered to the Union and the Board. Amounts so deducted will be paid promptly and in total to the local Union for subsequent disbursement by the Union.
- C. There will be a one-time, 3% processing fee (3% is based on the total monthly amount of membership dues deducted per employee) per employee of the Union, paid to the District by the Union (Local 1472) for the 2025-2026 school year. Payment for this fee will be due by June 30, 2026.
- D. The Board shall not be liable to the Union by reason of requirements of this agreement for the remittance as payment of any sum other than that constituting actual deductions made from wages earned by employees.
- E. In the event of any action against the Board brought in a court or administrative agency because of its compliance with this Article, the Union agrees to defend such action, at its own expense and through its own counsel, provided:
  - 1. The Board gives notice of such action to the Union;
  - 2. The Board gives full and complete cooperation to the Union and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available to both trial and appellate levels.

The Union will indemnify and hold harmless the Board and its agents from any and all claims, demands, suits and other forms of liability by reason of action taken by the Board in compliance with any section of this Article.

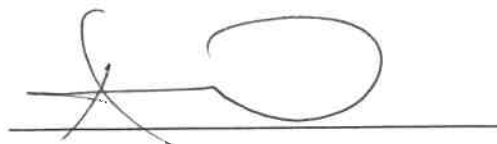
This Letter of Agreement will take effect for the 2025-2026 school year.

This agreement shall expire on June 30, 2027.



For the Association

Date 04/25/25



For the District

Date 4/25/25