



**Letter of Agreement between
the Oak Park School District Board of Education and
the Oak Park Education Association (OPEA), MEA/NEA**

RE: DUES DEDUCTION

a. Payroll Dues Deduction

- i. The Association shall notify the District by July 1 if it intends to begin payroll dues deduction for the following school year. The Association shall provide the employer with a list of members who will be participating in payroll deduction by August 1. Adjustments may be made for employees hired after August 1.
- ii. Any bargaining unit employee may voluntarily become a member of the Association. A member of the Association or an employee who has applied for membership may sign and deliver to the Employer a signed form authorizing the payroll deduction of dues, to the Association. Said authorization if received in a hard copy signed form provided by the Association shall be accepted and processed by the Employer. The Employer may immediately cease Association dues deduction for a bargaining unit employee if the bargaining unit employee provides written notice to the Superintendent or their designee that the employee is withdrawing consent for the Association dues deductions.

The Employer shall process payroll dues authorization forms received from members within ten (10) days of receipt. Such authorization shall continue from year to year unless revoked in writing or by an electronically signed form submitted by the member to the employer.

The Employer shall not process monies for Political Action Committee donations associated with the dues structure. Pursuant to such authorization, the Employer shall deduct one twentieth (1/20th) of such dues, from the regular salary dues of the bargaining unit member from the first and second paycheck of each month of active employment.

If the payroll dues deduction amounts change within the course of any school year, the Association shall provide to the Employer a payroll change form for any affected member to apply within ten (10) days of receipt to any remaining pays per the deduction schedule defined above.

- iii. Upon receipt of authorized payroll deductions for Association dues, to the Association, the Employer shall transmit these payments to the Michigan Education Association within ten (10) days of when the payroll deductions took place. A quarterly report will be generated and shared with the association quarterly.

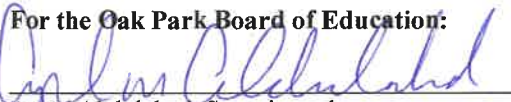
Accompanying the distribution of payments will be a mutually agreed upon report.

In the event of any legal action against the Employer brought in a court or administrative agency because it complied with this Article, the Association agrees to defend and indemnify the Employer for all costs and damages.

- iv. The parties agree that the OPEA can only grieve alleged violations of this language up to and including Step 3.

This Letter of Agreement is limited to the specific circumstances included herein and shall not establish a precedent or be used by any party as evidence of past practice between the parties. Furthermore, this LOA shall be incorporated into an Article in the next contract bargained.

For the Oak Park Board of Education:


Angel Abdulhadi, Superintendent

Date: 2/4/25 5:59pm


Aliya Fenderson, Executive Director of HR

Date: 2/4/25 5:59pm

For the Oak Park Education Association:


Alnita Trice, President

Date: 2-4-25 5:59pm


Dawn Sommers, Vice President

Date: 2/4/25 5:59pm