

**SCHOOL DISTRICT OF THE CITY OF PONTIAC AND PONTIAC EDUCATION ASSOCIATION  
TENTATIVE AGREEMENT  
JUNE 19, 2017**

1. Health Care Benefits: Irrespective of the health insurer the Pontiac Education Association (“PEA”) membership chooses, the School District of the City of Pontiac (“District’s”) obligation toward the premium will not exceed the agreed upon hard caps of: \$4,000 for Single; \$7,000 for Two-Person; and, \$10,000 for Family.

For the 2017-2018 school years the District shall contribute the following amounts toward the Employee hard cap amounts: \$1,443.79 for Single; \$2,343.79 for Two Person; and \$2,693.79 for Family.

Insurance Monthly charges – Teachers will not be charged for insurance during the months of July, 2017 and August, 2017; the increased rates that begin on July 1, 2017 and the accrual of that increase over July, 2017 and August, 2017 will be folded into the total amount teachers will pay from September, 2017 through June, 2018 - over 22 pays.

The following MESSA health care plans shall be available to PEA members for the 2017-2018 school year:

- OPTION 1:       PAK A – MESSA Choices II  
                  In-Network Deductible \$500/\$1000  
                  Saver Rx
- OPTION 2:       MESSA Choices II  
                  In-Network Deductible \$\$1000/\$2000  
                  20% Coinsurance, 3 Tier Mandatory Mail IN
- OPTION 3:       ABC Plan 1 - \$1300/\$2600  
                  ABC Rx
- OPTION 4:       ABC Plan 2 - \$2000/\$4000  
                  20% Coinsurance  
                  ABC Rx

2. Dental Benefit coverage will require a premium share for each employee. For the 2017-2018 school year the District shall contribute the Employee’s share of the Dental Benefit premium.
3. Vision Benefit coverage will require a premium share for each employee. For the 2017-2018 school year the District shall contribute the Employee’s share of the Vision Benefit premium.
4. Article 23 Salary Schedule, Section A Salary Schedule Procedures: There shall be no ~~assurance of~~ advancement on pay steps (“step-increases”) for any bargaining unit member for the term of the Agreement. ~~Members shall not be paid for ten (10) days during each school year of this agreement. The District will add twenty (20) Intersession Days to the 2015-2016 school year. Each bargaining unit member may elect to work the first ten days at his/her per diem rate of pay. Additional days worked shall be compensated at the rate of \$35.00 per hour.~~

~~If the 2015-2016 targets are met in the District's Finance and Operating Plan, the District agrees to meet with the PEA no later than January 31, 2016 to explore added compensation for PEA members.~~

5. The Parties have agreed to the attached 2017-2018 calendar.
6. The term of this agreement shall be for one year and end on June 30, 2018.
7. The District and the PEA agree that for the 2017-2018 school year the Great Start Readiness Program ("GSRP") shall continue in the same manner as it was conducted in the 2016-2017 school year. The PEA shall contribute partial funding to the GSRP by contributing the equivalent of the combined 2017-18 per diem rate of all PEA teachers' salaries as paid out in the first payroll of September, 2017. People who are GSRP teachers as of the date of this Tentative Agreement shall be paid according to the 2017-2018 salary schedule. New teachers that are hired into the GSRP after the ratification of this tentative agreement shall be hired as hourly employees at the amount described in Article 23 Salary Schedule Section C Item 1 of the 2015-2017 collective bargaining agreement. It is agreed that if the District continues the GSRP in the 2018-2019 school year the GSRP teachers' schedule shall be reduced to one-hundred sixty (160) days, and GSRP salaried employees' salaries will be adjusted accordingly.
8. At the end of the 2017-2018 school year, if the District experiences savings in excess of the amount contributed by the PEA and by the District towards continuing the GSRP in its current 2016-2017 format, the District agrees to allow the PEA to recoup its contribution from any additional savings, up to the amount of the PEA's original contribution to maintain the program in its current 2016-2017 format. The Parties agree to meet at the end of the 2017-2018 school year to determine an equitable distribution of any potential savings that will be returned to the PEA members.
9. The PEA and District shall work collaboratively to address the factors contributing to the shortage of substitute teachers. The Parties agree to continue discussing Article 5 Professional Qualifications and Assignments.
10. There shall be twenty-seven (27) pays for the 2107-2018 school year only.

Pursuant to the Consent Agreement, final approval of the above terms must be approved by the Treasurer of the State of Michigan.

FOR THE PONTIAC EDUCATION ASSOCIATION:

FOR THE SCHOOL DISTRICT OF THE CITY OF PONTIAC:

  
Aimee McKeever, President, PEA 6-20-17

  
Kelley Williams, Superintendent, PSD

2017-2018 PEA Salary Schedule  
With 1 Day Reduction

Steps	B.A	1 Day Deduction	M.A	1 Day Reduction	M.A +30	1 Day Reduction	PhD	1 Day Reduction
1	\$ 32,907.14	\$ 32,729.26	\$ 35,804.85	\$ 35,611.31	\$ 37,442.59	\$ 37,240.20	\$ 39,164.95	\$ 38,953.25
2	\$ 34,766.08	\$ 34,578.16	\$ 38,075.15	\$ 37,869.34	\$ 39,821.56	\$ 39,606.31	\$ 41,653.34	\$ 41,428.19
3	\$ 36,736.25	\$ 36,537.68	\$ 40,490.34	\$ 40,271.47	\$ 42,357.04	\$ 42,128.08	\$ 44,305.47	\$ 44,065.98
4	\$ 38,828.04	\$ 38,618.16	\$ 43,062.07	\$ 42,829.30	\$ 45,055.54	\$ 44,812.00	\$ 47,128.09	\$ 46,873.34
5	\$ 41,009.09	\$ 40,787.42	\$ 45,791.60	\$ 45,544.08	\$ 47,932.55	\$ 47,673.46	\$ 50,137.43	\$ 49,866.42
6	\$ 43,338.90	\$ 43,104.64	\$ 48,694.50	\$ 48,431.29	\$ 50,981.61	\$ 50,706.03	\$ 53,326.75	\$ 53,038.50
7	\$ 45,786.43	\$ 45,538.94	\$ 51,797.88	\$ 51,517.89	\$ 54,320.46	\$ 54,026.84	\$ 56,819.20	\$ 56,512.07
8	\$ 48,439.66	\$ 48,177.82	\$ 55,087.56	\$ 54,789.79	\$ 57,679.98	\$ 57,368.20	\$ 60,333.27	\$ 60,007.14
9	\$ 51,180.83	\$ 50,904.18	\$ 58,580.34	\$ 58,263.69	\$ 61,361.63	\$ 61,029.95	\$ 64,184.27	\$ 63,837.33
10	\$ 54,078.54	\$ 53,786.22	\$ 62,303.38	\$ 61,966.60	\$ 65,267.08	\$ 64,914.28	\$ 68,269.36	\$ 67,900.34
11	\$ 57,144.43	\$ 56,835.54	\$ 66,265.76	\$ 65,907.57	\$ 69,444.19	\$ 69,068.82	\$ 72,662.71	\$ 72,269.94