

**Memorandum of Understanding
Between
School District of the City of Pontiac
And
Pontiac Education Association (PEA)**

January 31, 2023

The School District of the City of Pontiac ("District") and the Pontiac Education Association MEA/NEA ("PEA") (hereinafter collectively referred to as "the Parties") agree to the following:

1. The return of staff to WHRC on February 27, 2023. The parties agree that in addition to those times listed on the January 13, 2023 Memorandum/Letter from the PSD Facilities Department, PEA members will also be able to move into WHRC on Saturday, February 25, 2023, from 10:00 AM – 3:00 PM, and on Sunday, February 26, 2023, from 10:00 AM – 3:00 PM. Although PEA members are encouraged to complete their unpacking by March 3, 2023, they shall have until March 17, 2023 to be completely unpacked.
2. PEA members will be paid \$100 for school supplies pursuant to Article 15, Item 10 of the PEA/PSD CBA. The District will endeavor to have this stipend paid before the 2023 Spring Break.
3. The Bell Schedule for the Kennedy School will return to its original time of 7:15 AM – 2:00 PM, effective February 27, 2023. The Bell Schedule for PMS will return to its original time of 8:10 AM – 3:11 PM, effective February 27, 2023.
4. PEA members working at Herrington Elementary may voluntarily participate in the Phonics First Training Program during the Spring Break (March 27-31, 2023) and for their participation, will be paid a \$2,500 stipend.
5. The missed prep pay for PEA members at PHS, which is an MDE Partnership School, will receive \$35 per hour for missed prep time versus the standard \$15.10 rate. This missed prep rate of \$35 only applies to PEA members at PHS.
6. Signing Bonuses. For the 2022-2023 school year, the District shall provide an off-schedule signing bonus of \$2,500.00 to a maximum of fifty (50) new teachers hired during the 2022-2023 school year. The Parties agree that 15 of those 50 signing bonuses are reserved specifically for the District's Partnership Schools, PHS and Herrington Elementary School. A federal Title grant is the funding source for the bonuses. No District General Funds shall be used to pay the bonuses. A newly hired teacher receiving a signing bonus must work in the District for two complete school years. A teacher failing to complete the two-year work commitment within the District must pay back the signing bonus. The amount owed the District shall be withheld from an employee's last paycheck. Additionally, if an employee's last paycheck was less than the amount owed the District, the employee shall pay the District the outstanding balance.

Upon request, the District shall provide the PEA with a 2022-2023 Signing Bonus report. It will include the number of signing bonuses given, and the names of the recipients.

The Parties agree that the District may use District General Funds during the 2022-2023 school year to offer a \$2,500.00 relocation incentive to teacher candidates from outside the state of Michigan, or to teachers that must relocate within Michigan in order to teach in the District.

This Agreement is non-precedent setting and contains the entire understanding between the Parties and cannot be added to, changed, deleted from, and/or, in any other way, modified without further written agreement between the Parties.

Signature: *Michael Mickens*
[Michael Mickens \(Feb 9, 2023 14:37 EST\)](#)
Michael Mickens, PEA President

Signature: *Y'londa Kellum*
[Y'londa Kellum \(Feb 8, 2023 08:48 EST\)](#)
Y'londa Kellum, Assistant Superintendent of
Human Resources