

**Tentative Agreement Between  
The School District of the City of Pontiac  
And  
The Pontiac Educational Secretaries Association**

**July 5, 2012**

The School District of the City of Pontiac ("District") and the Pontiac Educational Secretaries Association ("Association") agree to recommend the ratification of this tentative agreement that addresses financial and language changes that are described in the following exhibits:

The Parties further agree that the collective bargaining agreement will be effective  
From July 1, 2011 through June 30, 2013

**Finances:**

Article 7 – Association and Employee Rights – Section A – Association Rights – Item 5 Reduce Association Days to twenty-five	\$3,500
Article 18 – Paid Leave – Section A – Sick Leave - Eliminate four sick days	\$42,984
Article 20 – Section L – Professional Growth Eliminate Tuition Reimbursement	\$5,000
Article 20 – Economic Benefits – Section H – Vacations – Eliminate five vacation days	\$53,730
Article 20 – Economic Benefits – Section N – Material and Equipment Reimbursement Eliminate Material Reimbursement	\$6,650
Article 21 – Section B Salary Schedule – Wage Reduction (3.5%)	\$69,377
	\$181,241

**Language Changes:**

Article 8 - Section C – Evaluation - Items 2.1 and 2.4 (new)

2.1 An employee who has completed the six (6) months probationary period (may be evaluated annually but at a minimum) shall receive a written evaluation every third years

2.4 The Association and District agree to establish a committee consisting of up to three (3) Association representatives and three (3) District representatives to recommend a new evaluation instrument to be implemented by January 1, 2013

Article 22 – Duration – July 1, 2011 to June 30, 2013

*M.A. 7/5/12  
KCB 7/5/12*

*TA 7/5/2012  
ame m. Parker*

**Health Care:**


Article 20 – Economic Benefits – Section A – Health Benefits

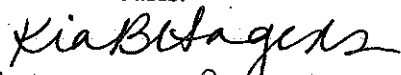
Item 1 Effective August 1, 2012 (if MESSA cannot implement by 8/1/12 the effective date will be 9/1/12), the Board shall provide to the eligible PESA members the choice of either the health insurance of MESSA Choices 2 \$500/\$1,000 - \$10 OV with a \$10/\$20 RX OR members can elect MESSA ABC HSA plan Option 1. The district shall be responsible for the payment of the premium in compliance with the hard cap per Public Act 152.

The following hard cap amounts for the 2012-2013 are listed below:

- \$5,500 for Single Subscribers
- \$11,000 for Self and Spouse Subscribers
- \$15,000 for Self and Child and Family Subscribers

The remaining cost for the employee's elected medical plan premiums shall be paid by the employee. Any amounts for the Pak will be deducted out of the premium. Contributions shall be made through payroll deduction, over 22 pay periods, on a pre-taxed basis.

  
TA: Anne M. Penker  
For the District

  
TA: Deborah J. Dolph  
For the Association

Date: July 5, 2012

Date: July 5, 2012



**MESSA**

Good health. Good business. Great schools.

**Medical Rate Summary Exclusively for Pontiac School District**  
**Effective Date: 07/01/2012**

Product	In Network Deductible	Office Visit Copay	Rx Drug Copay
Choices/Choices II	\$200/\$400	\$10	\$10/\$20
Choices/Choices II	\$100/\$200	\$10	Saver Rx
Choices/Choices II	\$300/\$600	\$5	\$10/\$20
Choices/Choices II	\$500/\$1000	\$20	\$10
Choices/Choices II	\$300/\$600	\$10	\$10/\$20
Choices/Choices II	\$200/\$400	\$5	Saver Rx
Choices/Choices II	\$200/\$400	\$20	\$10/\$20
Choices/Choices II	\$100/\$200	\$20	Saver Rx
Choices/Choices II	\$200/\$400	\$10	Saver Rx
Choices/Choices II	\$300/\$600	\$5	Saver Rx
Choices/Choices II	\$300/\$600	\$20	\$10/\$20
Choices/Choices II	\$500/\$1000	\$5	\$10/\$20
Choices/Choices II	\$300/\$600	\$10	Saver Rx
Choices/Choices II	\$200/\$400	\$20	Saver Rx
Choices/Choices II	\$500/\$1000	\$10	\$10/\$20
Choices/Choices II	\$200/\$400	\$20	Saver Rx
Choices/Choices II	\$500/\$1000	\$20	Saver Rx
Choices/Choices II	\$300/\$600	\$20	Saver Rx
Choices/Choices II	\$500/\$1000	\$5	Saver Rx
Choices/Choices II	\$500/\$1000	\$20	\$10/\$20
Choices/Choices II	\$500/\$1000	\$10	Saver Rx
Choices/Choices II	\$500/\$1000	\$20	Saver Rx
MESSA ABC Plan 1	\$1250/\$2500	N/A	Saver Rx
MESSA ABC Plan 2	\$2000/\$4000	N/A	Saver Rx
MESSA ABC Plan 3	\$3500/\$7000	N/A	Saver Rx

NON-PAK MEDICAL RATES			
Single	2-Person	Family	
\$716.80	\$1,610.94	\$1,789.77	
\$714.27	\$1,605.23	\$1,783.42	
\$714.26	\$1,605.21	\$1,783.40	
\$705.49	\$1,585.49	\$1,761.48	
\$704.10	\$1,582.37	\$1,758.02	
\$702.33	\$1,578.35	\$1,753.56	
\$700.67	\$1,574.65	\$1,749.45	
\$698.16	\$1,568.98	\$1,743.14	
\$692.15	\$1,555.45	\$1,728.12	
\$689.61	\$1,549.73	\$1,721.77	
\$687.98	\$1,546.08	\$1,717.70	
\$684.98	\$1,539.33	\$1,710.21	
\$679.45	\$1,526.88	\$1,696.37	
\$676.02	\$1,519.16	\$1,687.80	
\$674.83	\$1,516.48	\$1,684.82	
\$663.33	\$1,490.62	\$1,656.08	
\$660.32	\$1,483.86	\$1,648.56	
\$658.70	\$1,480.20	\$1,644.50	
\$650.18	\$1,461.02	\$1,623.19	
\$634.05	\$1,424.74	\$1,582.87	
\$573.73	\$1,289.02	\$1,432.07	
\$537.10	\$1,206.60	\$1,340.49	
\$478.30	\$1,074.31	\$1,193.52	

PAK MEDICAL RATES			
Single	2-Person	Family	
\$702.49	\$1,578.75	\$1,754.00	
\$700.01	\$1,573.16	\$1,747.79	
\$700.00	\$1,573.13	\$1,747.76	
\$691.41	\$1,553.81	\$1,726.28	
\$690.05	\$1,550.75	\$1,722.89	
\$688.31	\$1,546.82	\$1,718.52	
\$686.69	\$1,543.19	\$1,714.49	
\$684.22	\$1,537.63	\$1,708.31	
\$678.34	\$1,524.37	\$1,693.59	
\$675.85	\$1,518.77	\$1,687.36	
\$674.25	\$1,515.19	\$1,683.38	
\$671.31	\$1,508.57	\$1,676.03	
\$665.89	\$1,496.38	\$1,662.47	
\$662.53	\$1,488.81	\$1,654.07	
\$661.36	\$1,486.18	\$1,651.15	
\$650.09	\$1,460.83	\$1,622.99	
\$647.14	\$1,454.21	\$1,615.62	
\$645.56	\$1,450.62	\$1,611.64	
\$637.20	\$1,431.83	\$1,590.76	
\$621.40	\$1,396.27	\$1,551.25	
\$562.29	\$1,263.27	\$1,403.46	
\$526.38	\$1,182.50	\$1,313.71	
\$468.77	\$1,052.86	\$1,169.68	

Please Note: Final medical rates may differ by cents due to rounding. All plans exclude the XVA-2 rider. The above information is based on the rates as of the Medical Rate Summary Effective Date. Material changes in the composition of the group could result in different rates. If you have any questions, please contact your MESSA Field Representative, Julie Berryman Adams, at 800.292.4910.