

**Tentative Agreement Between  
The School District of the City of Pontiac  
And  
The Pontiac Educational Support Personnel Association – MEA/NEA**

**August 15, 2012**

The School District of the City of Pontiac (“District”) and the Pontiac Educational Support Personnel Association (“Association”) agree to recommend the ratification of this tentative agreement that addresses financial and language changes that are described below:

The Parties further agree that the collective bargaining agreement will be effective from September 1, 2011 through June 30, 2014.

**Finances:**

Article 12, Item 1.2 – Eliminate prescription subsidy	\$20,375
Article 12, Section 4 – Eliminate tuition reimbursement	\$12,000
Article 12, Section K – Eliminate two (2) professional development days	\$ 7,566
Article 13, Section A – Freeze longevity	<u>\$26,774</u>
	<b>\$66,715</b>

**Language Changes:**

Article 4, Item 11 – Union days reduced from 20 to 15

**Health Care:**

Article 12, Section A, Item 1 – Effective September 1, 2012 the Board shall provide to the eligible PESPA members Priority Health Care, MESSA Dental, and VSP-2 benefits. 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 2012-13 year are listed below:

\$5,500 for Single subscribers

\$11,000 for Self and Spouse subscribers

\$15,000 for Self and Child and Family subscribers

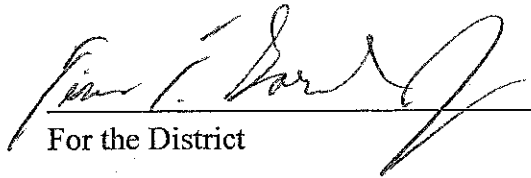
The remaining cost for the employee's medical plan premiums shall be paid by the employee. Contributions shall be made through payroll deduction, over 22 pay periods, on a pre-taxed basis.

Article 12, Section A, Item 2 – Plan B For employees not electing health insurance

- b. Life Insurance - \$25,000 with AD&D
- c. Vision - VSP-2
- d. Delta Dental: 100: 90/90/90: \$1,200  
\$1,200 max for Class I, II, and III

During the term of the collective bargaining agreement should the Union request an alternative health care plan, the District agrees to review the proposed health care plan. If a transition to the alternative plan shall not result in additional cost to the District, the District agrees to provide the alternative health care plan. No change will be made if the terms of the alternative plan would prevent the parties from negotiating the health care benefits for a successor collective bargaining agreement.

TA:

  
For the District

TA:

  
For the Association

Date:

August 15, 2012

Date:

15 Aug '12