



# School District of the City of Pontiac

**SCHOOL DISTRICT OF THE CITY OF PONTIAC AND  
THE PONTIAC ASSOCIATION OF SCHOOL ADMINISTRATORS  
FEBRUARY 4, 2019**

1. PASA and PSD have reached a new Tentative Agreement (TA). The total value of this proposal is in excess of \$66,061.13.
2. Settlement on the grievance for restitution for one year for eligible employees to be paid by August 31, 2018, and correction to the language in the contract so that moving forward all employees receive their education stipend paid out in their checks over the course of the year.
3. Five PD compensatory days. For supervisor approved PD that is attended during non-work work days, employees can shorten their work calendar at the end of their school year by that many days if all of their end of year duties are completed. (PD comp days to be submitted to Assistant Superintendent of Curriculum and Instruction for approval of comp days).
4. Roll-over of unused sick days from previous years, up to thirteen at any given time plus seven current year for a total of twenty (plus any days accrued prior to the 2013-2014 school year), with no pay-out at retirement except for the two grandfathered employees. This allows for each employee to accrue a sick bank in the event of personal or family illness that requires leave as described in Article X, Section A, 1b of the Collective Bargaining Agreement.
5. For the 2018-2019 school year, each bargaining unit member shall receive an additional 1.5% on-schedule contribution towards salary. These payments shall be made in equal amounts, starting with the March 1, 2019 paycheck, for the remaining dates in the 2018-2019 pay schedule. The amount of this additional salary contribution is approximately \$35,295.85 (which is inclusive of all fringe benefits). Importantly, this is in addition to 0.5% on-schedule salary increase the District gave each bargaining unit member starting with the first Fiscal Year 18-19 paycheck.
6. In addition to the foregoing, the parties agree that PASA members on the attached list, may select one (1) of the following three (3) options, which selection shall be completed by each member on or before February 19, 2019:

### **OPTION 1**

**Health Care Benefits Contribution:** For the 2018-2019 school year the District shall give any PASA member choosing Option 1 \$1,000.00 towards the Employee's health insurance premium obligation.

### **OPTION 2**

**Additional Salary Contribution:** For the 2018-2019 school year, the District shall give any PASA member choosing Option 2 \$1,000.00 (which is inclusive of all fringe benefits (approximately 47.04%)) an additional off-schedule contribution towards the Employee's salary.

### **OPTION 3**

**TSA Contribution:** For the 2018-2019 school year, the district shall give any PASA member choosing option 3 \$1,000 deposited into his/her TSA account.

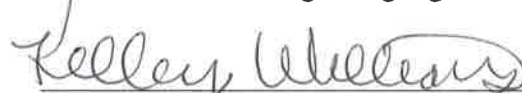


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7. If neither of the foregoing options in paragraph 6 is selected by any PASA member on or before the aforementioned deadline (2/19/19), Option 2 will be the default option utilized by the District's Business/HR Offices.
8. The term of this Agreement shall be for one year and end on June 30, 2019.
9. The Parties agree to meet before May 1, 2019, to discuss future finances, including realignment and reimplementation of salary steps in a manner that is sustainable for the district.
10. The parties also agree to conduct a thorough review of the CBA prior to the renewal in June, 2019, so as to update the language to reflect all current Employment Laws and the Michigan School Code.
11. The Parties agree to incorporate the above terms into a new Collective Bargaining Agreement.

  
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Dr. Petrina Hill  
PASA President

2.22.19 Date

  
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Kelley Williams  
Superintendent

2/26/19 Date

PASA UNIT

Alicea, Ruben	Jackson, Shana
Bell, Loriann	Jackson, Stacey
Bennett, Debra	Johnson, Burdena
Carter, Vanessa	Kavanaugh, Suzanne
Devezin, Jaronique	Montgomery, Lee
Ewing, Arlee	Powell, Letha
Harris, Nicole	Robinson, Karen
Henry, Nelson	Smith, Natashaia
Hill, Petrina	Spencer, Greg
	Williams, Yvette