



School District of the City of Pontiac

SCHOOL DISTRICT OF THE CITY OF PONTIAC AND THE PONTIAC PARAPROFESSIONAL INSTRUCTORS ASSOCIATION TENTATIVE AGREEMENT October 26, 2018

1. PPIA and PSD have reached a new Tentative Agreement (TA). Amongst other things, this TA offers PPIA members six (6) paid holidays for the term of this agreement. The total value of this proposal is in excess of \$71,000.

2. In that regard, Article 14, Section D, Item 2, which currently states:

New Year's Day, Good Friday (*see letter of agreement), Monday after Easter (*see letter of agreement), Memorial Day, Labor Day, Thanksgiving, Friday after Thanksgiving, Christmas Eve, Christmas and New Year's Eve are holidays without loss of pay providing: (1) the employee works the last workday prior to the holiday and the first workday after the holiday unless excused through legitimate illness, and (2) the holiday falls in a regular assigned work week. The Board may require a doctor's statement that the employee was sick on the last workday prior to the holiday and/or the first workday after the holiday.

shall, for purposes of this tentative agreement, read as follows:

New Year's Day, Thanksgiving, Friday after Thanksgiving, Christmas Eve, Christmas and New Year's Eve are holidays without loss of pay providing: (1) the employee works the last workday prior to the holiday and the first workday after the holiday unless excused through legitimate illness, and (2) the holiday falls in a regular assigned work week. The Board may require a doctor's statement that the employee was sick on the last workday prior to the holiday and/or the first workday after the holiday.

3. Article 14, Section A, Item 1 of the PPIA Agreement, which currently reads:

Effective November 1, 2012, the Board shall provide to eligible PPIA members an option of one of the following two health care plans:

1. MESA Choices II - \$500/\$1,000 deductible, \$20 office visit, \$10/\$20 Rx Drug Card

or

2. MESSA ABC Plan 1 - \$1,250/\$2,500 deductible, N/A office visit, Saver Rx Drug Card

The District shall be responsible for the payment of the premium in compliance with the hard caps per Public Act 152. The hard cap amounts for the 2012-13 fiscal 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



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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.

shall, for purposes of this tentative agreement, read as follows:

Effective January 1, 2019, the Board shall provide to eligible PPIA members an option of one of the following four health care plans (provided that MESSA makes no changes to any of these plans):

1. MESSA Choices I - \$500/\$1,000 deductible, \$20 office visit, 3 tier prescription drug card, 90 day mail order prescription

or

2. MESSA Choices II - \$1,000/\$2,000 deductible, \$20 office visit, 3 tier prescription drug card

or

3. MESSA ABC Plan 1 - \$1,350/\$2,700 deductible, N/A office visit, Saver Rx Drug Card

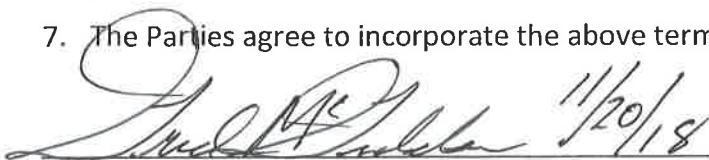
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The remaining cost for the employee's medical plan premiums shall be paid by the employee. Contributions shall be made through payroll deduction, over 22 pay periods, on a pre-taxed basis.

or

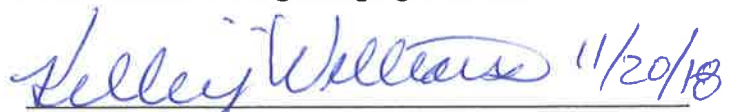
4. Essentials by MESSA - \$375/\$750 deductible, \$25 Office Visit, EbM prescription drug card.

4. Salary: For the 2018-2019 school year, each bargaining until member shall receive a .5% on-schedule salary increase.
5. The term of this Agreement shall be for two years and end on June 30, 2020.
6. The Parties agree to meet before May 1, 2019, to discuss finances for the 2019-2020 school year and again at least two months prior to the expiration of this Agreement to discuss finances for the 2020-2021 school year.
7. The Parties agree to incorporate the above terms into a new Collective Bargaining Agreement.

 11/20/18

Fred McFadden
PPIA President

Date

 11/20/18

Kelley Williams
Superintendent

Date