



# EASTPOINTE COMMUNITY SCHOOLS

## **Tentative Agreement between the Eastpointe Community Schools And the Eastpointe Community Schools Administrators Association**

The parties tentatively agree to a successor collective bargaining agreement to the current agreement which expired on January 31, 2020, as follows:

The parties agree to continue the provisions of the current contract with the new expiration date of January 31, 2021, with the understanding that there may be a re-opener on health insurance matters as needed to permit the parties to consider changes in health insurance coverage in the interest of all parties.

The parties agree to the name change throughout the contract "East Detroit Public Schools" to **"Eastpointe Community Schools."**

The parties agree to the name change throughout the contract from "East Detroit Schools Administrator Association" to **"Eastpointe Community Schools Administrator Association."**

The parties agree to the language change in article VI: Compensation and Additional Benefits from "District Insurance Research Committee" to **"District Healthcare Committee."**

The parties agree to the language change in article IX: Grievances to reflect a language change to align with Section 14 of the Public Employment Relations Act (PERA), MCL 423.215 which identifies a number of prohibited subjects of bargaining. PERA mandates that the disciplinary standard must be an arbitrary or capricious one, not just cause. On page 14 of the administrators' collective bargaining agreement, the contract provides for a "good and just cause" standard. This provision contradicts the legal requirements of Section 14 of PERA, and it contradicts the provision on page 4 of the collective bargaining agreement which provides that an administrator may be terminated immediately for reasons that are not arbitrary and capricious. Language in section J would be changed to:

**"An administrator may be disciplined and terminated for reasons that are not arbitrary or capricious."**

It is further understood that agreement on the successor labor contract is contingent upon ratification by the Association membership and the Board of Education.



# EASTPOINTE COMMUNITY SCHOOLS

**EASTPOINTE COMMUNITY SCHOOLS, MACOMB COUNTY, MICHIGAN BY:**

Jon Gruenberg, President  
Randy Wilson, Vice President  
Julie DeVita, Secretary  
Chineva Early, Treasurer  
Keith Ward, Trustee  
Ed Williams, Trustee  
Robert Roscoe, Trustee

**EASTPOINTE SCHOOL ADMINISTRATORS ASSOCIATION BY:**

Stephanie Fleming, President

6/16/20  
Date

**BOARD NEGOTIATIONS BY:**

Jon Gruenberg, President

6/16/20  
Date

Julie DeVita, Secretary

6/16/20  
Date

Ryan McLeod, Superintendent

6/16/2020  
Date

Christina Gibson, Assistant Superintendent

6/16/2020  
Date