

**PONTIAC SCHOOL DISTRICT AND PONTIAC EDUCATION ASSOCIATION  
TENTATIVE AGREEMENT**

**October 24, 2018**

1. PEA and PSD have reached a new tentative agreement (TA). This TA offers members a choice between three options, referred to as Option 1 and Option 2 and Option 3. The total value of this proposal is in excess of \$800,000.
2. Retention/Recruitment Bonuses: For the 2018-2019 school year any teacher who is employed by and on the payroll of the District as of October 31, 2018 (excluding any individual that is on paid or unpaid leave), that received a rating of "Highly Effective" or "Effective" on his/her 2017-2018 Pontiac School District teacher Evaluation, shall receive an off-schedule, bonus payment provided that he/she has no record of disciplinary action for the 2017-2018 school year and shall work for the District for the entire 2018-2019 school year. The amount of \$149,798.00 (which is inclusive of all fringe benefits (approximately 8.65%)) shall be divided equally among all teachers that meet the above requirements. The bonus shall be paid in equal monthly amounts, on the second paycheck of every month, from January-June 2019. If an employee receives this bonus and leaves the District prior to the end of the 2018-2019 school year, he/she agrees to pay back the retention bonus in his/her final paycheck, and further agrees to pay the District any balance that may be owing after any deduction from his/her final paycheck.

For the 2018-2019 school year, new teacher hires who are employed by and on the payroll of the District as of October 31, 2018 (excluding any individual that is on paid or unpaid leave), and who commit to working a full school year in the District, shall receive an off-schedule signing bonus. The amount of \$54,325.00 (which is inclusive of all fringe benefits (approximately 8.65%)) shall be divided equally among all teachers (not to exceed 20 teachers) that meet the above requirements. Teachers that do not work a full school year will lose and payback the signing bonus on their last paycheck, and they further agree to pay the District any balance that may be owing after any deduction from any given Teacher's final paycheck. These payments shall be made the later of the new hire's second paycheck as a District employee or December 7, 2018.

3. Article 18 Paid Leave, Section C Leave Bank, Item 2: Teachers that have three years seniority in the District shall be eligible for use of the Leave Bank after the exhaustion of their leave days and five (5) consecutive days without pay provided they have submitted Leave Bank forms including medical verification. If teachers are approved for use of the Leave Bank, medical verification shall be required on a monthly basis thereafter. Days will be granted only to the time of eligibility for long term disability benefits as determined by the carrier.
4. The Parties agree to meet within the 2018-2019 school year with representatives from the Metro Bureau to formulate a new teacher salary schedule, or as otherwise needed.
5. The Parties have agreed to the attached 2018-2019 calendar.
6. The term of this agreement shall be for two years and end on June 30, 2020. The Parties agree to incorporate the above terms into a new Collective Bargaining Agreement. The Parties agree to meet before May 1, 2019, to develop a calendar and discuss finances for the 2019-2020 school year and again at least two months prior to the expiration of this Agreement, to develop a calendar and discuss finances for the 2020-2021 school year.
7. The Parties agree to meet in the near future regarding Article V, §3, Professional Qualifications and Assignments, which concerns remuneration to teachers when serving in a substitute capacity.
8. Irrespective of the health insurer the PEA membership chooses, the District's obligation toward the premium will not exceed the agreed upon hard caps of: \$4,000 for Single; \$7,000 for Two-Person; and, \$10,000 for Family.
9. Salary: For the 2018-2019 school year, each bargaining unit member shall receive an additional off-schedule payment equal to 1.5% of his/her current 2018-2019 salary as of September 14, 2018. These payments shall be made in equal amounts, starting with the December 7, 2018 paycheck, for the remaining dates in the pay schedule. This is in addition to the .5% on-schedule salary increase the District gave the PEA membership starting with the first FY18-19 paycheck. For clarity, this 1.5% shall be paid retroactive from September 14, 2018, and paid in full up to December 7, 2018, on December 7, 2018; a biweekly amount thereafter shall be paid throughout the remainder of her/his contract.
10. In addition to the foregoing, the parties agree that PEA members on the attached list of teachers, may select either of the following three (3) options, which selection shall be completed by each member on or before November 6, 2018:

**OPTION 1**

**Health Care Benefits Contribution:** For the 2018-2019 school year the District shall give any PEA 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 PEA 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 PEA member choosing option 3 \$1,000 deposited into a TSA account.


October 30, 2018

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11. If neither of the foregoing options in paragraph 10 is selected by any PEA member on or before the aforementioned deadline (11/6/18), Option 2 will be the default option utilized by the District's business/HR offices.

FOR THE PONTIAC EDUCATION ASSOCIATION:

  
Aimee McKeever, President, PEA

FOR THE SCHOOL DISTRICT OF THE CITY OF PONTIAC:

  
Kelley Williams, Superintendent, PSD

October 30, 2018