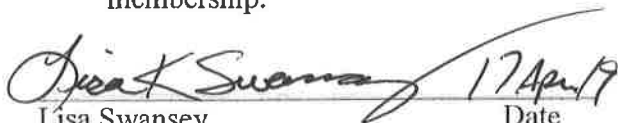




# School District of the City of Pontiac

**SCHOOL DISTRICT OF THE CITY OF PONTIAC AND  
THE PONTIAC EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION (PESPA)  
MARCH 28, 2019**

1. PESPA and PSD have reached a new Tentative Agreement (TA). The total value of this proposal is in excess of \$14,489.18.
2. 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 April 26, 2019 paycheck, for the remaining dates in the 2018-2019 pay schedule. The amount of this additional salary contribution is approximately \$10,172.28 (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. Appendix A replaces the new PESPA salary scale.
3. In addition, PESPA employees who work at PEACE Academy AND have a Child Development Associate (CDA) certificate will receive an improvement of \$1.50 per hour to their base rate for having earned the certificate.
4. The term of this Agreement shall be for two (2) years and end on June 30, 2020.
5. The Parties agree to meet before June 30, 2019, to negotiate wages for the 19-20 school year to the extent the District will have the financial wherewithal to increase wages at that time.
6. The Parties agree to incorporate the above terms into a new Collective Bargaining Agreement.
7. This Tentative Agreement is subject to approval/ratification by the PSD Board of Education and the PESPA membership.

  
Lisa Swansey  
PESA President

Date

  
Kelley Williams  
Superintendent

Date

## Appendix A

TA Pay Schedule			
Step	17-18 rate	Sept 2018 .5%	Feb TA +1.5%
1	\$9.80	\$9.85	\$10.00
2	\$11.09	\$11.15	\$11.31
3	\$12.43	\$12.49	\$12.68
CDA Pay Schedule			
* For TA's working at Frost who have a CDA			
1	\$11.50		
2	\$12.81		
3	\$14.18		
VOC TA			
Step	17-18 rate	Sept 2018 .5%	Feb TA +1.5%
1	\$10.10	\$10.15	\$10.30
2	\$12.31	\$12.37	\$12.56
3	\$14.65	\$14.72	\$14.94