

# School District of the City of Pontiac and the Pontiac Education Association

## MEMORANDUM OF UNDERSTANDING

1. The School District of the City of Pontiac (“District”) and the Pontiac Education Association (“PEA”) agree that for the 2016-2017 school year, the District shall contribute an additional \$216,100.51 toward the PEA employees’ contribution to health care costs. The additional amounts toward the employee contribution for 2016-2017 shall be: \$1,243.79 for Single; \$1,243.79 for Two Person; and, \$1,243.79 for Family. All employee contributions to the health care premiums shall be deducted September 2016 through June 2017 pays (22 pays).

The Parties also agree that a PEA employee that “opts out” of the District’s Health Care Plan shall receive an additional \$100.00 annual District contribution toward his/her deferred compensation. An “opt-out” employee must provide proof of other insurance coverage before he/she may “opt-out” of the District’s Health Care Plan.

The Parties acknowledge that the above contributions shall not change the agreed upon hard cap (District contribution toward hard cap premiums) \$4,000 for Single; \$7,000 for Two-Person; and \$10,000 for Family.

2. The Parties agree to the attached 2016-2017 calendar.
3. The Parties agree that for the 2016-2017 school year employees shall elect to receive pay bi-weekly on either a 23 or 26 pay basis. The District and the PEA will determine the pay schedule for the 2017-2018 school year before December 31, 2016.
4. The Parties agree that for the 2016-2017 school year, a PEA employee must work all five days of an intersession period in order to be paid his/her daily rate for each intersession period. An employee that does not meet that requirement shall be compensated for days worked at the agreed upon hourly professional development rate of \$35.00. For the November 2016 Intersession an employee’s application form must be received in Human Resources no later than Friday, October 21, 2016 and for the March 2017 Intersession no later than Friday, February 24, 2017. Any exception to the above requirements must be approved by Human Resources in consultation with the PEA President.
5. The Parties agree to increase the professional development pay hourly rate from \$28.00 to \$35.00 effective July 1, 2016.

Pursuant to the Consent Agreement, final approval of the above items must be approved by the Treasurer of the State of Michigan.

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Aimee McKeever  
PEA President

Date

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Kelley Williams  
Superintendent

Date