

6/30/83

AMENDMENTS TO THE
MASTER AGREEMENT
BETWEEN THE
BOARD OF EDUCATION OF THE SCHOOL DISTRICT OF THE CITY OF PONTIAC
AND
THE PONTIAC ASSOCIATION OF SCHOOL ADMINISTRATORS
1981-83

Michigan State University
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*Pontiac School District
350 Wide Track Drive, East
Pontiac, Mich. 48058*

Pontiac, Michigan
September 17, 1981

Pontiac School District

ARTICLE VII STAFFING METHODS AND PROCEDURES(new) Section H Maintenance of Staff

The 1982-83 Administrative staff shall be numerically equal, as a minimum, to the 1981-82 Administrative staff as constituted on October 15, 1981, plus one (1) frozen position, less the following if required:

A. The number of administrators equal to the product of the percentage of enrollment decline (1980-81 vs. 1981-82) and the 1981-82 administrative staff as constituted on October 15, 1981 plus one (1) frozen position.

OR

B. The number of Administrative positions eliminated due to the loss of categorically funded programs.

The reduction of administrative staff, if required, shall be determined by item A or item B of this section, whichever is larger. The effect of A or B of this section shall never result in a reduction in administrative staff greater than ten (10) per cent of the total number of administrators.

ARTICLE X ECONOMIC FRINGE BENEFITS(new) Section T Paid Holidays

Administrators will receive three (3) paid holidays during the 1981-82 school year; administrators will receive four (4) paid holidays during the 1982-83 school year. The paid holidays shall be counted toward the number of days in the administrator's contract work year.

ARTICLE XI SALARY SCHEDULESection D Economic Adjustment

(new) Item 5 Economic Adjustment payments for the 1981-82 school year shall be computed the same as the Economic Adjustment payments for the 1980-81 school year.

Section D, Economic Adjustment, 1982-83

Item 1 The amount of the economic adjustment allowance shall be determined and re-determined as provided below on the basis of the Consumer Price Index for all Urban Consumers United States Average, published by the Bureau of Labor Statistics, United States Department of Labor (1967-100) and referred to herein as the Index:

<u>Based on Index:</u> <u>Quarter Ending</u> -----	<u>Lump Sum Adjustments made by</u> <u>First Payday After</u> -----
July 31, 1982	September 15, 1982
October 31, 1982	December 15, 1982
January 31, 1983	March 15, 1983
April 31, 1983	June 15, 1983

Item 2 The amount of the economic adjustment shall be computed by subtracting the CPI (United States) April 30, 1979, from the CPI (United States) of the base dates given above. The difference will multiplied by 100 and the resulting product will be divided by the CPI for April 30, 1979. This quotient, rounded to the nearest one-tenth (.1), shall be the percentage increase for that quarter. The scheduled salary divided by four (4), shall be multiplied by the percentage of increase in the CPI to determine each administrator's allowance to be paid on the dates listed in Item 1 of this Section.

Item 3 If the Bureau of Labor Statistics changes the form or basis of calculation of the CPI, the parties agree to request the Bureau to make available, for the term of this Agreement, a quarterly CPI in its present form on the same calculation basis as now exists or assist in converting to new indexes.

Item 4 The economic adjustment shall be capped on a quarterly basis by an annual rate of nine (9) percent.

ARTICLE XI SALARY SCHEDULE(amended) Section G · Building Administrator Salary Schedule

Base salaries for the 1981-82 school year shall be the same as base salaries for the 1980-81 school year.

Position	Work Days	1982-83 Base
Sr. High Principal	220	37,776
NEOVEC Principal	220	32,804
Hawthorne Principal	230	33,015
Sr. High Asst. Prin.	204	32,307
Exlt Skills Asst. Prin.	225	
Cont. Ed., NEOVEC, Haw. Asst. Prin.	215	28,995
Jr. High Principal	204	32,307
Jr. High Asst. Prin.	204	29,023
Elem., Alt. Principal	204	31,137

(amended) Section H Central Office Administrator Salary Schedule
 Base salaries for the 1981-82 school year shall be the same as base salaries for the 1980-81 school year.

Classification	Position	Work Days	1982-83 Base
1	Ex. Dir. Research, Evaluation & Info. Serv. Ex. Dir. Special Projects	230	36,701
	Ex. Dir. Elementary Ed. Ex. Dir. Pupil Personnel Services Ex. Dir. Secondary/Extended Education	225	35,902
	Dir. Personnel	230	35,442
2	Dir. Vocational and Continuing Education	225	34,670
	Dir. Special Education Supv. Article III Project	228	33,767
3	Supv. Finance	225	
	Asst. Dir. Continuing Ed. Supv. CRACKLE Supv. Curriculum Devel., ESAA Supv. Head Start Supv. Safety	230	33,019
4	Supv. Bilingual/Bicultural Programs Supv. Maint/Construction	225	32,301
	Supv. ESEA Title I Instr. Supv. ESEA Title I Management Supv. Evaluation (3) Supv. Placement Supv. Voc. Special Needs	230	31,032
5	Supv. Special Education (1)	228	30,763
	Supv. Assessment/Place. (1)	225	30,357
	Supv. Special Education (2)	220	29,683
	Supv. Career Guidance Supv. Project Devel. Cont.	215	29,009
	Supv. Evaluation (1)	210	28,334
	Supv. Assessment/Place. (1)	205	27,658
	Supv. Assessment/Place. (2)	199	26,848
	Supv. Plant Operation Supv. Transportation	225	28,242
6	Supv. Title VII Bilingual Project Supv. ESEA Title I Comm. Services Supv. Food Services	220	27,615
		215	26,988
	Supv. Accounting Supv. Data Control and Operations Supv. Instructional Technology and Data Mgmt. Supv. Payroll	230	23,943
7			
8	Supv. Dispatching Supv. Transportation Manage.	230	19,013

ARTICLE XIII DURATION OF AGREEMENT

(amended) Item 4 This agreement shall have an effective date of December 6, 1979, and shall be in effect until June 30, 1983.

(amended) Item 5 This agreement shall be automatically extended for one hundred and twenty (120) days at it's expiration, or until a new agreement is ratified, whichever is sooner. During the period of extension, either the Association or the Board may opt to move to arbitration.

These amendments constitute the total of amendments to the 1979-82 Master Agreement between the Board of Education of the School District of the City of Pontiac and the Pontiac Association of School Administrators, except for prior and subsequent memoranda of agreement. Further, it is understood that all provisions of the 1979-82 Master Agreement which are not specifically amended by this document or memoranda of agreement shall remain as stated in the 1979-82 Master Agreement. The provisions of the amendments in this document shall be effective September 17, 1981.

Date March 2, 1982

Marville A. Kephart
President, Board of Education

Stephanie Bess
Secretary, Board of Education

Date March 3, 1982

Rodney L. Colter
President, Pontiac Association of
School Administrators

Cecilia J. Sester
Secretary, Pontiac Association of
School Administrators

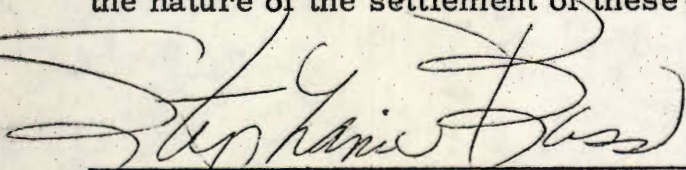
SCHOOL DISTRICT OF THE CITY OF PONTIAC

MEMORANDUM OF AGREEMENT

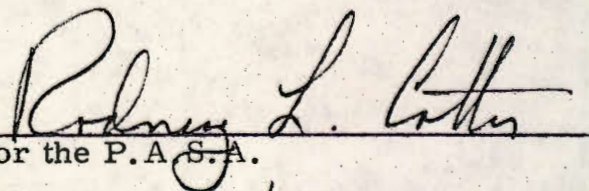
The Board and the Association agree to negotiate in good faith the content and language of the following sections of the 1979-82 master agreement prior to June 30, 1982:

- a) layoff and recall (Article VII, Section G)
- b) grievance procedure (Article VI)
- c) definitions (Article I, Section B), including, but not limited to:
 - lateral transfers
 - demotions
 - administrator's day
 - administrative position
- d) classification (Article VII, Section B, Items 2 and 3)
- e) terminal pay (Article IX, Section D)
- f) other Articles and/or sections proposed by the Board

Memoranda of Agreement between the Board and the Association shall reflect the nature of the settlement of these negotiations.


for the Board of Education

3/2/82
date


for the P. A. S. A.

3/3/82
date