

Memorandum of Agreement
School District for the City of Hazel Park and
American Federation of State, County and Municipal Employees (AFSCME),
Local 271, AFL-CIO
April 22, 2016

This agreement is made and entered into this 22nd day of April, 2016, by and between the Board of Education of the School District of the City of Hazel Park, hereinafter called the "Board" and the American Federation of State, County and Municipal Employees (AFSCME), Local 271, AFL-CIO, hereinafter called the "Association."

The parties hereby agree as follows:

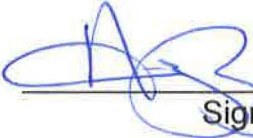

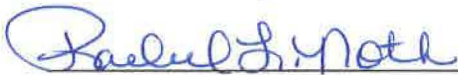
1. The initial term of this Memorandum is for the period July 1, 2016, through June 30, 2017; however, notwithstanding anything to the contrary, it is understood that the compensation reductions reflected in this Memorandum shall remain in place, and that there will be no step or other increases in compensation whatsoever after the date of this agreement until the parties otherwise agree. Furthermore, it is understood that it will be necessary for the parties to enter into another Memorandum to cover the period following June 30, 2017. It is understood and agreed that before the District proposes to amend its Deficit Elimination Plan (DEP) with the Michigan Department of Treasury, it shall meet upon request with the Association bargaining representatives with respect to the same.
2. The Board and Association agree to restore four (4) workdays for custodial and maintenance employees, and three (3) workdays for bus driver employees, which were furlough days in the 2015/2016 year, to the work calendar for the 2016/2017 year, and to restore the salary for those workdays (notwithstanding the provisions of Article 8). The percentage restoration related to the four (4) furlough days for custodial and maintenance employees is equivalent to 1.2% (one point two percent), and the three (3) furlough days for bus drivers is equivalent to 1.7% (one point seven percent) of salary.
3. The salary schedule for custodial and maintenance employees shall be increased by 0.8% (zero point eight percent) from the 2015/2016 salary schedule, which was reduced by 15% (fifteen percent) from the 2014/2015 year.
4. The salary schedule for all bus driver employees shall remain unchanged from the 2015/2016 year, which was reduced by 2.1% (two point one percent) from the 2014/2015 year.
5. As per the practice in the past, the salary schedule in the parties' collective bargaining agreement shall remain unchanged, but the salary schedule reduction noted will nonetheless be implemented for all operational purposes.
6. It is understood that one custodial or maintenance position will be eliminated to create a custodial and maintenance supervisor position which will be outside of the Association's membership.
7. Bus drivers shall receive pay for the New Year's Eve holiday, which was eliminated in the 2015/2016 year.
8. Bus drivers shall not receive pay for the following six (6) holidays, and such days shall be considered unpaid holidays: Monday after Easter, Memorial Day, July 4, Friday before Labor Day, Labor Day, and Friday after Thanksgiving.

9. Vacation days for bus drivers shall remain reduced across-the-board by 5 (five) days for each driver, regardless of the number of years of service. Bus driver vacation days were reduced in the 2015/2016 year.

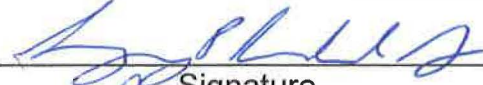
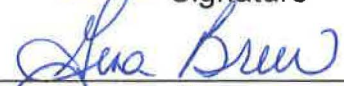



All other terms in the expired collective bargaining agreement not addressed above will remain unchanged.

It is understood and agreed that this Memorandum of Understanding is contingent upon ratification by both parties.

Board Bargaining Team Members

| | | |
|--|------------------------|--|
|  Signature | <u>4-22-16</u> Date | <u>Amy Kruppe, Superintendent</u> Printed Name/Title |
|  Signature | <u>4-22-16</u> Date | <u>Daniel Romzek, Asst. Supt. - Business</u> Printed Name/Title |
|  Signature | <u>4-22-16</u> Date | <u>Rachel L. Noth, Board President</u> Printed Name/Title |

Association Bargaining Team Members

| | | |
|--|------------------------|---|
|  Signature | <u>4-22-16</u> Date | <u>Greg Richardson AFSCME President</u> Printed Name/Title |
|  Signature | <u>4-22-16</u> Date | <u>Gina Brew - AFSCME MEM.</u> Printed Name/Title |
|  Signature | <u>4-22-16</u> Date | <u>Dave Bean AFSCME mem</u> Printed Name/Title |
|  Signature | <u>4-22-16</u> Date | <u>MITCH Borawick AFSCME mem</u> Printed Name/Title |
|  Signature | <u>4-22-16</u> Date | <u>Nancy Mutschler</u> Printed Name/Title |

**School District of the City of Hazel Park
 American Federation of State, County, and Municipal Employees
 Local 271 AFL-CIO
 Salary Schedule
 2016/2017 Year**

Custodial/Maintenance Increased by 0.8% and 0.0% for Bus Drivers over 2015/2016

Master Maintenance (Any Hire Date)

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|----------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Hourly | \$17.16 | \$18.18 | \$19.21 | \$20.25 | \$21.28 |
| Weekly (40 hours) | \$686.40 | \$727.20 | \$768.40 | \$810.00 | \$851.20 |
| Annual (2080 hours) | \$35,692.80 | \$37,814.40 | \$39,956.80 | \$42,120.00 | \$44,262.40 |
| Shift Differential: | | | | | |
| Afternoon/Evening | \$0.05 | | | | |
| Midnight | \$0.10 | | | | |

Employees Hired Before July 1, 2001

| | <u>Master Maintenance</u> | <u>Skilled Maintenance</u> | <u>Head Engineer</u> | <u>Semi-Skilled</u> | <u>Head Custodian</u> |
|----------------------------|----------------------------------|-----------------------------------|-----------------------------|----------------------------|------------------------------|
| Hourly | \$21.28 | \$19.27 | \$18.74 | \$18.61 | \$18.19 |
| Weekly (40 hours) | \$851.20 | \$770.80 | \$749.60 | \$744.40 | \$727.60 |
| Annual (2080 hours) | \$44,262.40 | \$40,081.60 | \$38,979.20 | \$38,708.80 | \$37,835.20 |
| | <u>Maintenance</u> | <u>Engineer</u> | <u>Truck Driver</u> | <u>Custodian</u> | <u>Bus Driver</u> |
| Hourly | \$17.85 | \$18.19 | \$17.68 | \$17.45 | \$19.30 |
| Weekly (40 hours) | \$714.00 | \$727.60 | \$707.20 | \$698.00 | \$772.00 |
| Annual (2080 hours) | \$37,128.00 | \$37,835.20 | \$36,774.40 | \$36,296.00 | \$40,144.00 |
| Shift Differential: | | | | | |
| Afternoon/Evening | \$0.05 | | | | |
| Midnight | \$0.10 | | | | |

**School District of the City of Hazel Park
American Federation of State, County, and Municipal Employees
Local 271 AFL-CIO
Salary Schedule
2016/2017 Year**

Custodial/Maintenance Increased by 0.8% and 0.0% for Bus Drivers over 2015/2016

Employees Hired After July 1, 2001, but before January 17, 2011

Skilled Maintenance

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> |
|---------------------|----------------------|----------------------|----------------------|
| Hourly | \$15.32 | \$15.46 | \$15.62 |
| Weekly (40 hours) | \$612.80 | \$618.40 | \$624.80 |
| Annual (2080 hours) | \$31,865.60 | \$32,156.80 | \$32,489.60 |

Head Engineer

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> |
|---------------------|----------------------|----------------------|----------------------|
| Hourly | \$15.03 | \$15.20 | \$15.34 |
| Weekly (40 hours) | \$601.20 | \$608.00 | \$613.60 |
| Annual (2080 hours) | \$31,262.40 | \$31,616.00 | \$31,907.20 |

Semi-Skilled

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> |
|---------------------|----------------------|----------------------|----------------------|
| Hourly | \$14.66 | \$14.80 | \$14.94 |
| Weekly (40 hours) | \$586.40 | \$592.00 | \$597.60 |
| Annual (2080 hours) | \$30,492.80 | \$30,784.00 | \$31,075.20 |

Head Custodian

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> |
|---------------------|----------------------|----------------------|----------------------|
| Hourly | \$14.31 | \$14.46 | \$14.61 |
| Weekly (40 hours) | \$572.40 | \$578.40 | \$584.40 |
| Annual (2080 hours) | \$29,764.80 | \$30,076.80 | \$30,388.80 |

Maintenance

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> |
|---------------------|----------------------|----------------------|----------------------|
| Hourly | \$14.03 | \$14.18 | \$14.31 |
| Weekly (40 hours) | \$561.20 | \$567.20 | \$572.40 |
| Annual (2080 hours) | \$29,182.40 | \$29,494.40 | \$29,764.80 |

Engineer

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> |
|---------------------|----------------------|----------------------|----------------------|
| Hourly | \$14.31 | \$14.46 | \$14.61 |
| Weekly (40 hours) | \$572.40 | \$578.40 | \$584.40 |
| Annual (2080 hours) | \$29,764.80 | \$30,076.80 | \$30,388.80 |

Truck Driver

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> |
|---------------------|----------------------|----------------------|----------------------|
| Hourly | \$13.93 | \$14.07 | \$14.20 |
| Weekly (40 hours) | \$557.20 | \$562.80 | \$568.00 |
| Annual (2080 hours) | \$28,974.40 | \$29,265.60 | \$29,536.00 |

Custodian

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> |
|---------------------|----------------------|----------------------|----------------------|
| Hourly | \$13.69 | \$13.84 | \$13.96 |
| Weekly (40 hours) | \$547.60 | \$553.60 | \$558.40 |
| Annual (2080 hours) | \$28,475.20 | \$28,787.20 | \$29,036.80 |

Shift Differential:

| | |
|-------------------|--------|
| Afternoon/Evening | \$0.05 |
| Midnight | \$0.10 |

School District of the City of Hazel Park
American Federation of State, County, and Municipal Employees
Local 271 AFL-CIO
Salary Schedule
2016/2017 Year

Custodial/Maintenance Increased by 0.8% and 0.0% for Bus Drivers over 2015/2016

Employees Hired on or Before July 1, 2001, but before January 17, 2011

| | <u>Bus Driver</u> | | |
|---------------------|-------------------|---------------|---------------|
| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> |
| Hourly | \$15.14 | \$15.30 | \$15.45 |
| Weekly (40 hours) | \$605.60 | \$612.00 | \$618.00 |
| Annual (2080 hours) | \$31,491.20 | \$31,824.00 | \$32,136.00 |

| | <u>Bus Maintenance/Garage Attendant</u> | | |
|---------------------|---|---------------|---------------|
| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> |
| Hourly | \$14.03 | \$14.18 | \$14.31 |
| Weekly (40 hours) | \$561.20 | \$567.20 | \$572.40 |
| Annual (2080 hours) | \$29,182.40 | \$29,494.40 | \$29,764.80 |

Shift Differential:

| | |
|-------------------|--------|
| Afternoon/Evening | \$0.05 |
| Midnight | \$0.10 |

**School District of the City of Hazel Park
American Federation of State, County, and Municipal Employees
Local 271 AFL-CIO
Salary Schedule
2016/2017 Year**

Custodial/Maintenance Increased by 0.8% and 0.0% for Bus Drivers over 2015/2016

Employees Hired After January 17, 2011

Skilled Maintenance

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Hourly | \$10.28 | \$11.23 | \$12.26 | \$13.40 | \$14.64 |
| Weekly (40 hours) | \$411.20 | \$449.20 | \$490.40 | \$536.00 | \$585.60 |
| Annual (2080 hours) | \$21,382.40 | \$23,358.40 | \$25,500.80 | \$27,872.00 | \$30,451.20 |

Head Engineer

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Hourly | \$10.28 | \$11.18 | \$12.16 | \$13.22 | \$14.37 |
| Weekly (40 hours) | \$411.20 | \$447.20 | \$486.40 | \$528.80 | \$574.80 |
| Annual (2080 hours) | \$21,382.40 | \$23,254.40 | \$25,292.80 | \$27,497.60 | \$29,889.60 |

Semi-Skilled

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Hourly | \$10.28 | \$11.11 | \$11.99 | \$12.94 | \$13.99 |
| Weekly (40 hours) | \$411.20 | \$444.40 | \$479.60 | \$517.60 | \$559.60 |
| Annual (2080 hours) | \$21,382.40 | \$23,108.80 | \$24,939.20 | \$26,915.20 | \$29,099.20 |

Head Custodian

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Hourly | \$9.42 | \$10.62 | \$11.30 | \$12.37 | \$13.68 |
| Weekly (40 hours) | \$376.80 | \$424.80 | \$452.00 | \$494.80 | \$547.20 |
| Annual (2080 hours) | \$19,593.60 | \$22,089.60 | \$23,504.00 | \$25,729.60 | \$28,454.40 |

Maintenance

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Hourly | \$9.42 | \$10.29 | \$11.24 | \$12.28 | \$13.41 |
| Weekly (40 hours) | \$376.80 | \$411.60 | \$449.60 | \$491.20 | \$536.40 |
| Annual (2080 hours) | \$19,593.60 | \$21,403.20 | \$23,379.20 | \$25,542.40 | \$27,892.80 |

Engineer

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Hourly | \$9.42 | \$10.31 | \$11.30 | \$12.37 | \$13.68 |
| Weekly (40 hours) | \$376.80 | \$412.40 | \$452.00 | \$494.80 | \$547.20 |
| Annual (2080 hours) | \$19,593.60 | \$21,444.80 | \$23,504.00 | \$25,729.60 | \$28,454.40 |

Truck Driver

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Hourly | \$9.42 | \$10.27 | \$11.19 | \$12.20 | \$13.31 |
| Weekly (40 hours) | \$376.80 | \$410.80 | \$447.60 | \$488.00 | \$532.40 |
| Annual (2080 hours) | \$19,593.60 | \$21,361.60 | \$23,275.20 | \$25,376.00 | \$27,684.80 |

Custodian

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Hourly | \$9.00 | \$9.87 | \$10.83 | \$11.89 | \$13.07 |
| Weekly (40 hours) | \$360.00 | \$394.80 | \$433.20 | \$475.60 | \$522.80 |
| Annual (2080 hours) | \$18,720.00 | \$20,529.60 | \$22,526.40 | \$24,731.20 | \$27,185.60 |

Bus Driver

| | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Hourly | \$15.14 | \$15.14 | \$15.30 | \$15.30 | \$15.45 |
| Weekly (40 hours) | \$605.60 | \$605.60 | \$612.00 | \$612.00 | \$618.00 |
| Annual (2080 hours) | \$31,491.20 | \$31,491.20 | \$31,824.00 | \$31,824.00 | \$32,136.00 |

Shift Differential:

| | |
|-------------------|--------|
| Afternoon/Evening | \$0.05 |
| Midnight | \$0.10 |