

Memorandum Of Agreement April 15, 2016

Wages and Calendar for the 2016-2017 School Year

THIS AGREEMENT made and entered into this 15th day of April 2016, by and between the Board of Education of the City of Hazel Park, Michigan, hereinafter called the "Board" and the Hazel Park Education Association, hereinafter called the "Association."

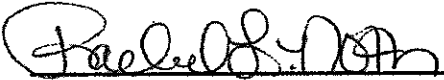
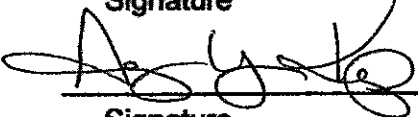
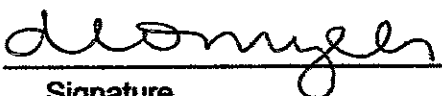
1. The term of this Memorandum is for the period July 1, 2016 through June 30, 2017; however, notwithstanding anything to the contrary, it is understood that the compensation reductions reflected in this Memorandum shall remain in place, and that there will be no step or other increases in compensation, until the parties otherwise agree; it is understood and agreed that before the District proposes to amend its DEP with the Michigan Department of Treasury, it shall meet with the Association bargaining representatives with respect to the same.
2. The Board and the Association agree to restore four work days, which were furlough days in 2015-2016 year, to the calendar for the 2016-2017 school year and to restore the salary for those work days (notwithstanding the provisions of Article 21 D). The percentage restoration related to the four days is 2.2% (two point two percent) of Schedule A. The salary rates on Schedule A will have no actual changes.
3. The Board and the Association agree that the number of "Early Release" hours subject to \$27 per hour pay instead of the normal salary rate is fixed at 18.0 (eighteen) hours for the Elementary, Junior High and High School Association Members (even though the actual number of Early Release hours may be more).
4. The Board and the Association agree that the school times will be as follows for the 2016-2017 school year. The Association Members' work day will begin 10 (ten) minutes before the starting times and end 10 (ten) minutes after the ending times. (notwithstanding the provisions of Article 9 A.2 and 9 A.3)

Elementary Schools	8:10 am - 3:14 pm
Junior High School	7:55 am - 2:58 pm
High School	7:40 am - 2:40 pm
5. The Board and the Association agree to a required staff development day being added to the calendar on Wednesday August 31, 2016 for the 2016-2017 school year. The day will run 7 hours total in length from 8:00 am to 3:00 pm and include a 1-hour lunch break. Additional optional PD will be offered on Monday, Tuesday and Thursday, August 29, 30 and September 1 and Monday and Tuesday will be similarly 7 hours total in length from 8:00 am to 3:00 pm with a 1-hour unpaid lunch break. Thursday will be a four-hour half day. Association Members attending on those days will be paid at the contractual hourly rate of \$27 per hour.
6. The Board and the Association understand that the release time scheduled for Wednesday, November 23, may not completely compensate the Association Members for the extra time required on fall parent-teacher conference days. Additional release time will be given December 23 to bring the total to equal the extra time worked for fall conferences. For spring parent-teacher conference time, any additional release time will be given May 25. (Article 9 F.2.)


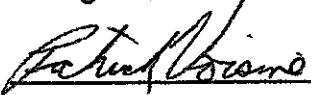

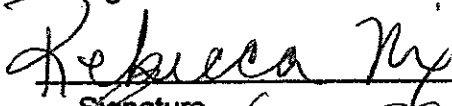
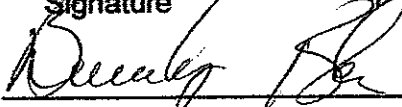
7. The across-the-board reduction in salary schedules for all Association Members in the amount of 6.53% (six point five three percent) will continue. (As per the practice in the past, the salary schedule in the parties' collective bargaining agreement shall remain unchanged, but the salary schedule reduction noted will nonetheless be implemented for all operational purposes.)
8. Longevity payments shall remain reduced by 20% (twenty percent).
9. Schedule B payments shall remain reduced by a minimum of 20% (twenty percent), and additional reductions to selected activities shall remain reduced as in the 2015-2016 year.
10. Terminal leave payments under Article 23 for employees terminating employment before July 1, 2016, shall be paid in the period between September 15 and September 30, 2016; employees terminating thereafter shall have their payments made within a period of 90 (ninety) days.
11. It is further understood that the Association bargaining unit is not being subject to compensation reductions that are greater than any other professional bargaining unit.

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

Board Bargaining Team Representatives

<u></u>	<u>4/11/16</u>	<u>Rachel Roth / Board President</u>
Signature	Date	Printed Name / Title
<u></u>	<u>4/11/16</u>	<u>Amy Kruppe / Superintendent</u>
Signature	Date	Printed Name / Title
<u></u>	<u>4/11/16</u>	<u>Daniel Romzet / ASst. Supt - Business</u>
Signature	Date	Printed Name / Title

Association Bargaining Team Representatives

<u></u>	<u>4/11/16</u>	<u>Amy Zitzelberger / HPEA President</u>
Signature	Date	Printed Name / Title
<u></u>	<u>4-11-16</u>	<u>Patrick Voisine / Negotiator</u>
Signature	Date	Printed Name / Title
<u></u>	<u>4-11-16</u>	<u>Nancy Sly / HPEA Vice-President</u>
Signature	Date	Printed Name / Title
<u></u>	<u>4-11-16</u>	<u>Rebecca Nix / PR & R</u>
Signature	Date	Printed Name / Title
<u></u>	<u>4-11-16</u>	<u>Beverly Blair / Treasurer</u>
Signature	Date	Printed Name / Title

**School District of the City of Hazel Park
Hazel Park Education Association
2016/2017 Schedule A
Salary Schedule
For Teachers Hired Before November 22, 2010**

Degree:	B.A.	B.A. +18	M.A.	M.A. +15	M. A. +30	M.A. +45	DR.	Non Degree
Base	\$31,644	\$33,232	\$34,813	\$36,084	\$37,341	\$38,612	\$39,876	\$30,064
0.5	\$33,144	\$34,877	\$36,671	\$37,938	\$39,201	\$40,467	\$41,732	\$31,417
1.0	\$34,642	\$36,521	\$38,523	\$39,787	\$41,052	\$42,323	\$43,581	\$32,763
1.5	\$36,137	\$38,172	\$40,377	\$41,640	\$42,908	\$44,176	\$45,438	\$34,115
2.0	\$37,636	\$39,814	\$42,233	\$43,496	\$44,764	\$46,031	\$47,294	\$35,458
2.5	\$39,134	\$41,461	\$44,088	\$45,351	\$46,617	\$47,887	\$49,148	\$36,809
3.0	\$40,632	\$43,103	\$45,941	\$47,207	\$48,478	\$49,740	\$51,004	\$38,150
3.5	\$42,130	\$44,760	\$47,799	\$49,061	\$50,331	\$51,594	\$52,861	\$39,504
4.0	\$43,625	\$46,396	\$49,654	\$50,917	\$52,186	\$53,448	\$54,714	\$40,850
4.5	\$45,119	\$48,046	\$51,507	\$52,772	\$54,039	\$55,303	\$56,571	\$42,200
5.0	\$46,617	\$49,688	\$53,362	\$54,629	\$55,891	\$57,160	\$58,423	\$43,549
5.5	\$48,116	\$51,337	\$55,217	\$56,484	\$57,748	\$59,014	\$60,280	\$44,898
6.0	\$49,615	\$52,981	\$57,070	\$58,331	\$59,601	\$60,872	\$62,140	\$46,242
6.5	\$51,109	\$54,629	\$58,924	\$60,190	\$61,457	\$62,723	\$63,993	\$47,591
7.0	\$52,606	\$56,271	\$60,782	\$62,054	\$63,313	\$64,580	\$65,845	\$48,943
7.5	\$54,100	\$57,913	\$62,635	\$63,900	\$65,166	\$66,433	\$67,696	\$50,287
8.0	\$55,603	\$59,562	\$64,490	\$65,759	\$67,023	\$68,291	\$69,553	\$51,637
8.5	\$57,098	\$61,213	\$66,349	\$67,613	\$68,880	\$70,147	\$71,409	\$52,989
9.0	\$58,595	\$62,855	\$68,204	\$69,466	\$70,732	\$71,999	\$73,265	\$54,329
9.5	\$59,208	\$63,551	\$69,024	\$70,271	\$71,518	\$72,762	\$74,010	\$54,858
10.0	\$60,683	\$65,167	\$70,854	\$72,095	\$73,348	\$74,590	\$75,839	\$56,182

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9.5	\$59,208	\$69,024	\$71,518	\$74,010	\$54,858
10.0	\$60,683	\$70,854	\$73,348	\$75,839	\$56,182