

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 18, 2017

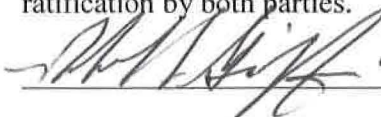
This agreement is made and entered into this 18th day of April, 2017, by and between the Board of Education of the School District of the City of Hazel Park, hereinafter called the "Board" and the American Federation of State, County and Municipal Employees (AFSCME), Local 271, AFL-CIO, hereinafter called the "Association."


The parties hereby agree as follows:

1. The term of this Memorandum is for the period July 1, 2017, through June 30, 2018; however, notwithstanding anything to the contrary, it is understood that the compensation reductions reflected in this Memorandum and the previous Memoranda (4-22-16, 5-6-15, and 3-23-15 attached) shall remain in place unless reflected in such Memoranda, and that there will be no step or other increases in compensation whatsoever after June 30, 2018, until the parties otherwise agree. It is understood and agreed that before the District proposes to amend its Enhanced Deficit Elimination Plan (EDEP) with the Michigan Department of Treasury, it shall meet upon request with the Association bargaining representatives with respect to the same.
2. The wage schedules for all employees shall be increased by 1% (one percent) from the salary schedules in effect during the 2016-17 school year. This increase will be added to the reductions reflected to the attached Memoranda of Understanding/Tentative Agreements, which shall have the effect of lessening the reductions. As per the practice in the past, the wage schedule in the parties' collective bargaining agreement shall remain unchanged, but the wage schedule increase will nonetheless be implemented for all operational purposes. The new wage schedule for the 2017-18 fiscal year is attached.
3. Employees eligible for step advancement shall move one step on the salary schedule at such time they are eligible for such step advancement in the 2017-18 fiscal 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.





**School District of the City of Hazel Park
American Federation of State, County, and Municipal Employees
Local 271 AFL-CIO
Salary Schedule
2017/2018 Year
Increased by 1.0% over 2016/2017 for All Employees**

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	\$17.33	\$18.36	\$19.40	\$20.45	\$21.49
Weekly (40 hours)	\$693.20	\$734.40	\$776.00	\$818.00	\$859.60
Annual (2080 hours)	\$36,046.40	\$38,188.80	\$40,352.00	\$42,536.00	\$44,699.20
<u>Shift Differential:</u>					
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	\$21.49	\$19.46	\$18.93	\$18.80	\$18.37
Weekly (40 hours)	\$859.60	\$778.40	\$757.20	\$752.00	\$734.80
Annual (2080 hours)	\$44,699.20	\$40,476.80	\$39,374.40	\$39,104.00	\$38,209.60
	<u>Maintenance</u>	<u>Engineer</u>	<u>Truck Driver</u>	<u>Custodian</u>	<u>Bus Driver</u>
Hourly	\$18.03	\$18.37	\$17.86	\$17.62	\$19.49
Weekly (40 hours)	\$721.20	\$734.80	\$714.40	\$704.80	\$779.60
Annual (2080 hours)	\$37,502.40	\$38,209.60	\$37,148.80	\$36,649.60	\$40,539.20
<u>Shift Differential:</u>					
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
2017/2018 Year**

Increased by 1.0% over 2016/2017 for All Employees

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	\$15.47	\$15.61	\$15.78
Weekly (40 hours)	\$618.80	\$624.40	\$631.20
Annual (2080 hours)	\$32,177.60	\$32,468.80	\$32,822.40

Head Engineer

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$15.18	\$15.35	\$15.49
Weekly (40 hours)	\$607.20	\$614.00	\$619.60
Annual (2080 hours)	\$31,574.40	\$31,928.00	\$32,219.20

Semi-Skilled

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.81	\$14.95	\$15.09
Weekly (40 hours)	\$592.40	\$598.00	\$603.60
Annual (2080 hours)	\$30,804.80	\$31,096.00	\$31,387.20

Head Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.45	\$14.60	\$14.76
Weekly (40 hours)	\$578.00	\$584.00	\$590.40
Annual (2080 hours)	\$30,056.00	\$30,368.00	\$30,700.80

Maintenance

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.17	\$14.32	\$14.45
Weekly (40 hours)	\$566.80	\$572.80	\$578.00
Annual (2080 hours)	\$29,473.60	\$29,785.60	\$30,056.00

Engineer

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.45	\$14.60	\$14.76
Weekly (40 hours)	\$578.00	\$584.00	\$590.40
Annual (2080 hours)	\$30,056.00	\$30,368.00	\$30,700.80

Truck Driver

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.07	\$14.21	\$14.34
Weekly (40 hours)	\$562.80	\$568.40	\$573.60
Annual (2080 hours)	\$29,265.60	\$29,556.80	\$29,827.20

Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$13.83	\$13.98	\$14.10
Weekly (40 hours)	\$553.20	\$559.20	\$564.00
Annual (2080 hours)	\$28,766.40	\$29,078.40	\$29,328.00

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
2017/2018 Year
Increased by 1.0% over 2016/2017 for All Employees

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	\$15.29	\$15.45	\$15.60
Weekly (40 hours)	\$611.60	\$618.00	\$624.00
Annual (2080 hours)	\$31,803.20	\$32,136.00	\$32,448.00

	<u>Bus Maintenance/Garage Attendant</u>		
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.17	\$14.32	\$14.45
Weekly (40 hours)	\$566.80	\$572.80	\$578.00
Annual (2080 hours)	\$29,473.60	\$29,785.60	\$30,056.00

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
2017/2018 Year
Increased by 1.0% over 2016/2017 for All Employees**

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	\$10.38	\$11.34	\$12.38	\$13.53	\$14.79
Weekly (40 hours)	\$415.20	\$453.60	\$495.20	\$541.20	\$591.60
Annual (2080 hours)	\$21,590.40	\$23,587.20	\$25,750.40	\$28,142.40	\$30,763.20

Head Engineer

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$10.38	\$11.29	\$12.28	\$13.35	\$14.51
Weekly (40 hours)	\$415.20	\$451.60	\$491.20	\$534.00	\$580.40
Annual (2080 hours)	\$21,590.40	\$23,483.20	\$25,542.40	\$27,768.00	\$30,180.80

Semi-Skilled

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$10.38	\$11.22	\$12.11	\$13.07	\$14.13
Weekly (40 hours)	\$415.20	\$448.80	\$484.40	\$522.80	\$565.20
Annual (2080 hours)	\$21,590.40	\$23,337.60	\$25,188.80	\$27,185.60	\$29,390.40

Head Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.51	\$10.73	\$11.41	\$12.49	\$13.82
Weekly (40 hours)	\$380.40	\$429.20	\$456.40	\$499.60	\$552.80
Annual (2080 hours)	\$19,780.80	\$22,318.40	\$23,732.80	\$25,979.20	\$28,745.60

Maintenance

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.51	\$10.39	\$11.35	\$12.40	\$13.54
Weekly (40 hours)	\$380.40	\$415.60	\$454.00	\$496.00	\$541.60
Annual (2080 hours)	\$19,780.80	\$21,611.20	\$23,608.00	\$25,792.00	\$28,163.20

Engineer

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.51	\$10.41	\$11.41	\$12.49	\$13.82
Weekly (40 hours)	\$380.40	\$416.40	\$456.40	\$499.60	\$552.80
Annual (2080 hours)	\$19,780.80	\$21,652.80	\$23,732.80	\$25,979.20	\$28,745.60

Truck Driver

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.51	\$10.37	\$11.30	\$12.32	\$13.44
Weekly (40 hours)	\$380.40	\$414.80	\$452.00	\$492.80	\$537.60
Annual (2080 hours)	\$19,780.80	\$21,569.60	\$23,504.00	\$25,625.60	\$27,955.20

Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.09	\$9.97	\$10.94	\$12.01	\$13.20
Weekly (40 hours)	\$363.60	\$398.80	\$437.60	\$480.40	\$528.00
Annual (2080 hours)	\$18,907.20	\$20,737.60	\$22,755.20	\$24,980.80	\$27,456.00

Bus Driver

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$15.29	\$15.29	\$15.45	\$15.45	\$15.60
Weekly (40 hours)	\$611.60	\$611.60	\$618.00	\$618.00	\$624.00
Annual (2080 hours)	\$31,803.20	\$31,803.20	\$32,136.00	\$32,136.00	\$32,448.00

Shift Differential:

Afternoon/Evening	\$0.05
Midnight	\$0.10

**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:

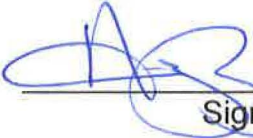

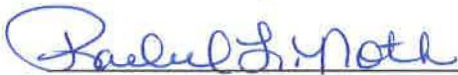
1. The initial term of this Memorandum is for the period July 1, 2016, through June 30, 2017; however, notwithstanding anything to the contrary, it is understood that the compensation reductions reflected in this Memorandum shall remain in place, and that there will be no step or other increases in compensation 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.

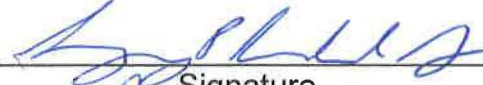
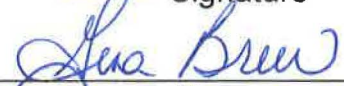



All other terms in the expired collective bargaining agreement not addressed above will remain unchanged.

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 for the City of Hazel Park and
American Federation of State, County and Municipal Employees, Local 271, AFL-CIO
Memorandum of Understanding 3-23-15**

The circumstances leading to this Memorandum of Understanding are as follows. The parties currently have a collective bargaining agreement in effect through June 30, 2018. However, the District finds itself in a financial crisis and is in the process of submitting a revised proposed Deficit Elimination Plan (DEP) to the Michigan Department of Treasury, which proposed DEP requires all of the District's employees, including the members of the AFSCME bargaining unit, to make reductions in their compensation. Accordingly, the parties are agreeable to modifying certain provisions of their current collective bargaining agreement as provided herein.

The parties hereby agree as follows:

1. The initial term of this Memorandum is for the period July 1, 2015, through June 30, 2016; 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, 2016. It is understood and agreed that before the District proposes to amend its DEP with the Michigan Department of Treasury, it shall meet upon request with the AFSCME bargaining representatives with respect to the same.
2. There will be an across-the-board reduction in wage schedules for all custodial and maintenance employees in the amount of 15% (fifteen percent). (As per the practice in the past, the wage schedule in the parties' collective bargaining agreement shall remain unchanged, but the wage schedule reduction noted will nonetheless be implemented for all operational purposes.)
3. It is understood that the following employees are or have retired as part of this agreement: Allan Sheridan (retirement date 2-28-15), Michael Randall (retirement date of 9-30-15), and Edward Harpster, Robert Miller, and Lisa Morgan, all with a retirement date of 3-31-15.
5. It is understood that ten custodial positions are being eliminated and ten custodians laid off.
6. It is understood that the District is reviewing its options with respect to the transportation and food service employees, and that further discussions with the Union leadership may occur with respect to such employees.

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.

Thomas B. ... 3-23-15

R. ... 3-30-15

**School District for the City of Hazel Park and
American Federation of State, County and Municipal Employees, Local 271, AFL-CIO
Memorandum of Understanding 5-6-15 (Drivers Only)**

The circumstances leading to this Memorandum of Understanding are as follows. The parties currently have a collective bargaining agreement in effect through June 30, 2018. However, the District finds itself in a financial crisis and is in the process of submitting a revised proposed Deficit Elimination Plan (DEP) to the Michigan Department of Treasury, which proposed DEP requires all of the District's employees, including the members of the AFSCME bargaining unit, to make reductions in their compensation. Accordingly, the parties are agreeable to modifying certain provisions of their current collective bargaining agreement as they pertain to bus drivers in the bargaining unit as provided herein (as the parties previously entered into an agreement pertaining to other members of the bargaining unit).

The parties hereby agree as follows:

1. The initial term of this Memorandum is for the period July 1, 2015, through June 30, 2016; 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, 2016. It is understood and agreed that before the District proposes to amend its DEP with the Michigan Department of Treasury, it shall meet upon request with the AFSCME bargaining representatives with respect to the same.
2. There will be an across-the-board reduction in wage schedules for all bus drivers in the amount of 2.1% (two point one percent). (As per the practice in the past, the wage schedule in the parties' collective bargaining agreement shall remain unchanged, but the wage schedule reduction noted will nonetheless be implemented for all operational purposes.)
3. Bus drivers shall no longer receive pay for the following holidays, and such days shall be considered unpaid holidays: Monday after Easter, Memorial Day, July 4, Friday before Labor Day, Labor Day, Friday after Thanksgiving, and New Year's Eve.
4. Vacation days for bus drivers shall be reduced across-the-board by 5 (five) days for each driver (regardless of the number of years of service).

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.

Thomas Blum
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