

**School District of the City of Hazel Park and Hazel Park Education Association (HPEA)
Tentative Agreement May 2017**

The circumstances leading to this tentative agreement are as follows. The parties currently have a collective bargaining agreement in effect through August 31, 2017. The District has been in a financial crisis and has been operating under an Enhanced Deficit Elimination Plan (EDEP) approved by the Michigan Department of Treasury, which has led to the parties entering into two Memoranda of Understanding – one on March 15, 2015, and the other on April 15, 2016 -- which modified the parties' collective bargaining agreement. The parties have agreed to a tentative agreement for a successor one-year labor contract to the current collective bargaining agreement, which is subject to approval by the Michigan Department of Treasury following ratification by both parties. It is also understood and agreed that before the District proposes to amend its EDEP with the Michigan Department of Treasury, it shall meet with HPEA bargaining representatives with respect to the same.

Accordingly, the parties hereby agree as follows:

1. The term of the parties' successor collective bargaining agreement 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 the two previous Memoranda noted above of March 15, 2015, and April 15, 2016 (attached), shall remain in place except as modified by this tentative agreement, and that there will be no step or other increases in compensation or insurance contributions whatsoever, until the parties otherwise agree.
2. Each full-time actively employed members of the HPEA shall receive a \$1,200.00 supplemental off-scale payment in 2017-2018., with less than full-time actively employed members receiving a pro-rata amount. Such payment shall be made as follows: one half of the total amount shall be evenly divided and paid as a supplemental bonus to all eligible HPEA members employed on December 1, 2017, to be paid in December 2017; similarly, one half of the total amount shall be evenly divided and paid as a supplemental bonus to all eligible HPEA members employed on March 1, 2018, to be paid March 2018. If a first-year teacher resigns from the District prior to completing the school year, any supplemental payment that has already been disbursed will be recovered from the balance of the teacher's contract via payroll deduction. The salary schedules in place for the 2016-17 school year shall remain unchanged for the 2017-18 school year (attached), and there shall be no movement on steps.
3. The following new stipend positions will be added beginning with the 2017-18 school year:

STEAM Clubs Advisors (Square One, Robotics and additional clubs subject to administration approval)

HS/JHS \$1,500 per semester (per club)

Elementary \$750 per semester (per club)

Yearbook (when not held as a course) HS \$1,500


Yearbook (JHS) \$ 1,000


The Bilingual Coordinator stipend position, which has not been filled for some years, shall be deleted from the contract.

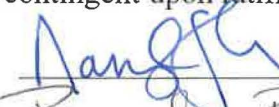
4. A one-time payment of \$500 will be made to members who provide written notice of their resignations for the following school year by May 15 of the current school year, and for resignations occurring after the first month of a new school year (i.e., after September), with ninety (90) days written notice of their separation date.


All other terms in the collective bargaining agreement not addressed above will remain unchanged, with the exception of non-economic language provisions, which have been modified as reflected in the attached draft agreement reflecting such changes.

It is understood and agreed that this tentative agreement is contingent upon ratification by both parties.









**School District of the City of Hazel Park
Hazel Park Education Association
2017/2018 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

**School District of the City of Hazel Park
Hazel Park Education Association
2017/2018 Schedule A
Salary Schedule
For Teachers Hired After November 22, 2010**

<u>Degree:</u>	<u>B.A.</u>	<u>M.A.</u>	<u>M. A. +30</u>	<u>DR.</u>	<u>Non Degree</u>
Base	\$31,644	\$34,813	\$37,341	\$39,876	\$30,064
0.5	\$33,144	\$36,671	\$39,201	\$41,732	\$31,417
1.0	\$34,642	\$38,523	\$41,052	\$43,581	\$32,763
1.5	\$36,137	\$40,377	\$42,908	\$45,438	\$34,115
2.0	\$37,636	\$42,233	\$44,764	\$47,294	\$35,458
2.5	\$39,134	\$44,088	\$46,617	\$49,148	\$36,809
3.0	\$40,632	\$45,941	\$48,478	\$51,004	\$38,150
3.5	\$42,130	\$47,799	\$50,331	\$52,861	\$39,504
4.0	\$43,625	\$49,654	\$52,186	\$54,714	\$40,850
4.5	\$45,119	\$51,507	\$54,039	\$56,571	\$42,200
5.0	\$46,617	\$53,362	\$55,891	\$58,423	\$43,549
5.5	\$48,116	\$55,217	\$57,748	\$60,280	\$44,898
6.0	\$49,615	\$57,070	\$59,601	\$62,140	\$46,242
6.5	\$51,109	\$58,924	\$61,457	\$63,993	\$47,591
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9.0	\$58,595	\$68,204	\$70,732	\$73,265	\$54,329
9.5	\$59,208	\$69,024	\$71,518	\$74,010	\$54,858
10.0	\$60,683	\$70,854	\$73,348	\$75,839	\$56,182

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."

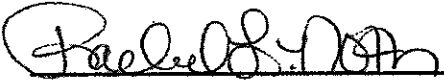
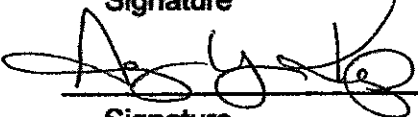
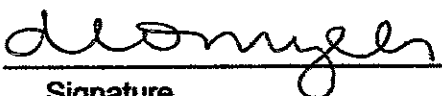
1. The term of this Memorandum is for the period July 1, 2016 through June 30, 2017; however, notwithstanding anything to the contrary, it is understood that the compensation reductions reflected in this Memorandum shall remain in place, and that there will be no step or other increases in compensation,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




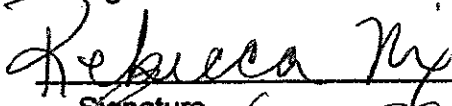
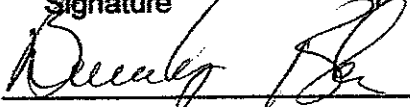
7. The across-the-board reduction in salary schedules for all Association Members in the amount of 6.53% (six point five three percent) will continue. (As per the practice in the past, the salary schedule in the parties' collective bargaining agreement shall remain unchanged, but the salary schedule 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 and Hazel Park Education Association
Memorandum of Understanding 3-17-15

The circumstances leading to this Memorandum of Understanding are as follows. The parties currently have a collective bargaining agreement in effect through August 31, 2017. 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 HPEA 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, 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 with the HPEA bargaining representatives with respect to the same.
2. There will be an across-the-board reduction in salary schedules for all teachers in the amount of 6.53% (six point five three percent). (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.)
3. Longevity payments shall be reduced by 20% (twenty percent).
4. Teachers shall have their pay reduced for the time spent without students on early release days, with teachers being paid a flat hourly rate of \$27 (twenty seven dollars) per hour for such time, rather than their normal salary rate. It is understood that this will save the District approximately \$120,510 (one hundred twenty thousand and five hundred ten dollars) for the fiscal year 2015-16.
5. Schedule B payments shall be reduced by a minimum of 20%, and additional reductions shall apply to those activities listed in the attached. It is understood that such reductions for athletics will save approximately \$81,016 (eighty one thousand and sixteen dollars), and for non-athletic positions an additional \$8,040 (eight thousand and forty dollars).
6. Terminal leave payments under Article 23 for employees terminating employment before July 1, 2015, shall be paid in the period between September 15 and September 30, 2015; employees terminating thereafter shall have their payments made within a period of 90 (ninety) days.

7. It is understood that the District intends to place more experienced teachers who are qualified into Title-I positions for the 2015-16 school year than in the current school year for both instructional and financial considerations.

8. It is further understood that the HPEA bargaining unit is not being subject to compensation reductions that are greater than any other professional bargaining unit.

9. All other terms in the collective bargaining agreement not addressed above will remain unchanged, subject to the understanding that the four furlough days will remain in effect until such time that the parties agree otherwise.

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

Richard Reparty
J. J. Jossin
3-17-15

Amir F. F. F. F.
Karen King
Rebecca Blain
Robert Jossin
Nancy J.

HPEA

Sports Programs			
Fall 15/16	Salary	Minus 20%	Savings
Head Football	6,490	5,192	1,298
Asst. Football Football (Nick)	4,730	3,784	946
Asst. Football Football (Chris)	3,850	3,080	770
JV Football (Chris L.)	3,850	3,080	770
JV Football (Chris M.)	3,850	3,080	770
Head Soccer	4,730	3,784	946
JV Soccer?			
Head Volleyball	5,500	4,400	1,100
JV Volleyball	3,080	2,464	616
Freshmen Volleyball (Doug B.)	4,620	3,696	924
Head Cross Country	4,620	3,696	924
Head Tennis?	4,620	3,696	924
Head Cheerleading	2,800	2,240	560
JV Cheerleading	1,700	1,360	340
		minus 60%	
Fall Supervisor Stipend	7,000	2,800	4,200
Total Savings Fall		at 20%	15,088.00
		plus .42%	6,336.96
			21,424.96
Spring 14/15	Salary	minus 20%	Savings
Head Baseball	5,500	4,400	1,100
JV Baseball	4,620	3,696	924
Head Softball	5,500	4,400	1,100
JV Softball	4,620	3,696	924
Head Soccer	5,500	4,400	1,100
JV Soccer	4,620	3,696	924
Head Track	5,500	4,400	1,100
Asst. Track	3,500	2,800	700
Head Tennis	4,620	3,696	924
Head Golf	4,620	3,696	924
		minus 57%	
Spring Supervisor Stipend	3,500	1,500	2,000
Total Savings Spring		at 20%	\$11,720
		plus .42%	4,922.40
			16,642.40
Winter 15/16	Salary	Minus 20%	Savings
Head Basketball	6,490	5,192	1,298
JV Basketball	3,850	3,080	770
Head Basketball (girls)	4,730	3,784	946
JV Basketball (girls)	3,850	3,080	770
Head Wrestling	5,610	4,488	1,122
Asst. Wrestling	4,730	3,784	946
Head Swimming	5,500	4,400	1,100
Head Cheerleading	3,850	3,080	770
JV Cheerleading	3,080	2,464	616
Head Bowling	4,620	3,696	924
		minus 60%	
Winter Supervisor Stipend	7,000	2,800	4,200

Total Savings Winter		at 20%	13,462
		plus .42%	5,654.04
			19,116.04
Rough totals / projections without transportation costs or elimination of any sport or activity.			\$19,116.04
			\$21,424.96
		at 20%	\$16,642.40
			\$57,183.40