

**School District for the City of Hazel Park and
Hazel Park Association of School Administrators (HPASA)
Tentative Agreement of May 24, 2017**

The circumstances leading to this tentative agreement are as follows. The parties currently have a collective bargaining agreement in effect through June 30, 2017. The District continues to operate under an Enhanced Deficit Elimination Plan (EDEP) subject to approval by the Michigan Department of Treasury. The parties are agreeable to entering into a successor collective bargaining agreement on the following terms:

1. The term of this new collective agreement is for the period of July 1, 2017 through June 30, 2018; however, notwithstanding anything to the contrary, it is understood that the compensation reductions reflected in the Tentative Agreements of March 19, 2015 and May 4, 2016 (attached), shall remain in place except as otherwise provided in this agreement, and that there will be no step or other increases in compensation whatsoever after June 30, 2018, until the parties otherwise agree. It is also understood and agreed that before the District proposes to amend its EDEP with the Michigan Department of Treasury, it shall meet upon request with the HPASA bargaining representatives with respect to the same.
2. There will be an across-the-board increase of 1.5% (one point five percent) to the Salary Schedule. This increase shall be added to the reductions reflected in the attached Tentative Agreements, which shall have the effect of lessening the reductions. As per practice in the past, the Salary Schedule in the parties' collective bargaining agreement shall remain unchanged, but the new Salary Schedule will nonetheless be implemented for all operational purposes. There will be no movement on steps or longevity.

All other terms of the expired collective bargaining agreement not addressed above or in the attached Tentative Agreements will remain unchanged in the successor agreement, with the further understanding that dates will be updated as appropriate.

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

Michele Krause

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**The School District of the City of Hazel Park
HPASA Salary Schedule
2017/2018**

(1.5% Increase over 2016/2017)

| Step Degree Level | 01 BA | 02 BA+18 | 03 MA | 04 MA+15 | 05 MA+30 | 06 MA+45 | 07 DR | 08 Non-Degree |
|---|------------------|---------------------|------------------|---------------------|---------------------|---------------------|------------------|--------------------------|
| <u>High School Principal</u> | | | | | | | | |
| Base | \$20,213 | \$21,586 | \$23,321 | \$23,703 | \$24,085 | \$24,467 | \$24,851 | \$18,834 |
| 1 | \$22,424 | \$23,927 | \$25,834 | \$26,252 | \$26,669 | \$27,090 | \$27,511 | \$20,913 |
| 2 | \$25,499 | \$27,139 | \$29,211 | \$29,664 | \$30,124 | \$30,578 | \$31,030 | \$23,856 |
| <u>High School Assistant Principal</u> | | | | | | | | |
| Base | \$12,692 | \$12,693 | \$14,371 | \$14,577 | \$14,786 | \$14,990 | \$15,197 | \$11,948 |
| 1 | \$14,511 | \$15,316 | \$16,338 | \$16,563 | \$16,791 | \$17,014 | \$17,240 | \$13,698 |
| 2 | \$17,698 | \$18,573 | \$19,677 | \$19,919 | \$20,167 | \$20,409 | \$20,652 | \$16,822 |
| <u>Junior High Principal</u> | | | | | | | | |
| Base | \$17,152 | \$18,159 | \$19,430 | \$19,715 | \$19,994 | \$20,275 | \$20,556 | \$16,141 |
| 1 | \$18,911 | \$20,019 | \$21,419 | \$21,730 | \$22,037 | \$22,343 | \$22,653 | \$17,801 |
| 2 | \$21,540 | \$22,745 | \$24,272 | \$24,606 | \$24,945 | \$25,280 | \$25,616 | \$20,326 |
| <u>Assistant Junior High Principal</u> | | | | | | | | |
| Base | \$11,496 | \$11,498 | \$13,179 | \$13,384 | \$13,593 | \$13,799 | \$14,004 | \$10,755 |
| 1 | \$12,811 | \$13,619 | \$14,640 | \$14,865 | \$15,091 | \$15,315 | \$15,540 | \$12,000 |
| 2 | \$14,984 | \$15,863 | \$16,966 | \$17,207 | \$17,457 | \$17,698 | \$17,942 | \$14,111 |
| <u>Elementary Principal</u> | | | | | | | | |
| Base | \$15,273 | \$16,281 | \$17,551 | \$17,836 | \$18,115 | \$18,396 | \$18,676 | \$14,262 |
| 1 | \$17,033 | \$18,140 | \$19,540 | \$19,849 | \$20,157 | \$20,461 | \$20,774 | \$15,922 |
| 2 | \$19,660 | \$20,866 | \$22,393 | \$22,725 | \$23,067 | \$23,401 | \$23,736 | \$18,448 |
| <u>Assistant Elementary Principal</u> | | | | | | | | |
| Base | \$9,149 | \$9,150 | \$10,830 | \$11,035 | \$11,243 | \$11,448 | \$11,655 | \$8,405 |
| 1 | \$10,463 | \$11,270 | \$12,290 | \$12,515 | \$12,742 | \$12,967 | \$13,191 | \$9,650 |
| 2 | \$12,638 | \$13,514 | \$14,617 | \$14,859 | \$15,107 | \$15,348 | \$15,592 | \$11,762 |
| <u>Longevity (after 25 years)</u> | | | | | | | | |
| | \$5,000 | \$5,000 | \$5,000 | \$5,000 | \$5,000 | \$5,000 | \$5,000 | \$5,000 |
| <u>Teacher Salary Portion</u> | | | | | | | | |
| Top Step | \$61,901 | \$66,475 | \$72,276 | \$73,542 | \$74,821 | \$76,087 | \$77,361 | \$57,310 |

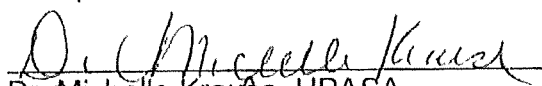
**School District for the City of Hazel Park and
Hazel Park Association of School Administrators (HPASA)
Tentative Agreement of May 4, 2016**

The circumstances leading to this tentative agreement are as follows. The parties currently have a collective bargaining agreement in effect through June 30, 2016. The District continues to operate under a revised Deficit Elimination Plan (DEP) subject to approval by the Michigan Department of Treasury. The parties are agreeable to entering into a successor collective bargaining agreement on the following terms:

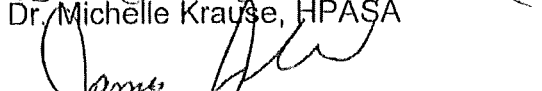
1. The term of this new collective agreement is for the period of July 1, 2016 through June 30, 2017; however, notwithstanding anything to the contrary, it is understood that the compensation reductions reflected in the Tentative Agreement of 3-19-15 (attached) shall remain in place except as otherwise provided in this agreement, and that there will be no step or other increases in compensation whatsoever after June 30, 2017, until the parties otherwise agree. It is also 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 HPASA bargaining representatives with respect to the same.
2. Effective with the start of the work year for the 2016/2017 school year, HPASA members who are eligible for step increases over the 2015/2016 year shall be granted a full step on the Salary Schedule. The percentage related to the payment of steps to eligible HPASA members is equivalent to 0.5% (zero point five percent) of salary.
3. There will be an across-the-board increase of 0.5% (zero point five percent) to the Salary Schedule. This increase shall be added to the reductions reflected in the attached Tentative Agreement, which shall have the effect of lessening the reductions. As per practice in the past, the Salary Schedule in the parties' collective bargaining agreement shall remain unchanged, but the Salary Schedule will nonetheless be implemented for all operational purposes.
4. The parties agree to restore two (2) workdays 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; Article VIII, Section B.1 Furlough Days, shall be deleted from the contract (i.e. there will be no furlough days in the successor agreement). The percentage restoration related to the two days is 1.0% (one percent) of salary.

All other terms of the expired collective bargaining agreement not addressed above or in the attached Tentative Agreement will remain unchanged in the successor agreement, with the further understanding that dates will be updated as appropriate.

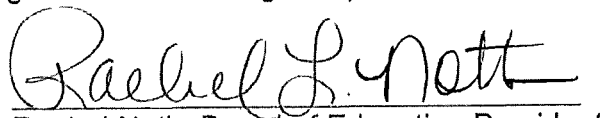
It is understood and agreed that this tentative agreement is contingent upon ratification by both parties.




Dr. Michelle Krause, HPASA



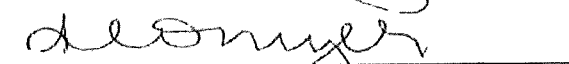
James Gordon, HPASA



Rachel Noth, Board of Education President



Dr. Amy Kruppe, Superintendent



Daniel Romzek, Asst. Supt - Business

School District for the City of Hazel Park and
Hazel Park Association of School Administrators
Tentative Agreement 3-19-15

The circumstances leading to this tentative agreement are as follows. The parties had earlier negotiated a tentative successor agreement to its previous collective bargaining agreement which expired on June 30, 2013. However, prior to ratification of that agreement, the District fell into 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 HPASA bargaining unit, to make reductions in their compensation. Accordingly, the parties are agreeable to entering into a new tentative agreement for a successor agreement as provided herein.

The parties hereby agree as follows:

1. The initial term of the successor agreement is for the period from the time of ratification of the agreement through June 30, 2016, with the compensation reductions going into effect July 1, 2015; however, notwithstanding anything to the contrary, it is understood that the compensation reductions reflected in this agreement shall remain in place, and that there will be no step or other increases in compensation whatsoever (other than for the step increases for one bargaining unit member identified below), until the parties otherwise agree; furthermore, it is understood that it will be necessary for the parties to enter into a successor agreement 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 HPASA bargaining representatives with respect to the same.
2. There will be an across-the-board reduction in salary schedules for all administrators in the amount of 8.8% (eight point eight 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. Effective as the start of his work year for the 2015-16 school year, Assistant Principal James Gordon shall be moved to Step 2 of the salary schedule (which salary is subject to the reduction otherwise provided in this agreement).
4. Notwithstanding anything to the contrary, individual employment contracts shall be for a term of one-year until the District is no longer under a DEP, and implementation of the contract provisions, including the insurance provisions, shall be consistent with applicable law, including but not limited to PA 152 of 2011 (Publicly Funded Health Insurance Contribution Act).
5. Terminal leave payments under Article VIII.E 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.

All other terms in the expired collective bargaining agreement not addressed above will remain unchanged in the successor agreement, excluding provisions which are prohibited subjects of bargaining under PERA, with the further understanding that dates will be updated as appropriate.

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

Robert Resley
Musella Kunk

James A. [Signature]
APASA
[Signature]