

Tentative Agreement
School District for the City of Hazel Park and
American Federation of State, County and Municipal Employees (AFSCME),
Local 271, AFL-CIO
June 12, 2019

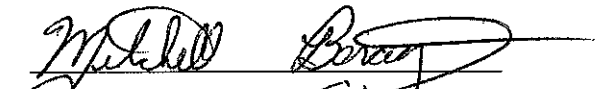
The circumstances leading to this tentative agreement are as follows. The parties currently have a collective bargaining agreement in effect through June 30, 2019. The District continues to operate under a revised Deficit Elimination Plan (DEP) subject to approval by the Michigan Department of Treasury. The parties are agreeable to entering into a successor collective bargaining agreement on the following terms.

The parties hereby agree as follows:


1. The Salary Schedule shall reflect a 3% on schedule increase, with some additional increases to the Step 1 rate as reflected in the new Salary Schedule, which is attached.
2. All Employees who were actively employed before January 1, 2019, and are step eligible shall advance 1 full step as of July 1, 2019.
3. Bus drivers who were employed before July 1, 2015, and who had their vacation days reduced shall receive an additional two (2) days of vacation.

All other terms in the expired collective bargaining agreement not addressed above will remain unchanged, with a new contract expiration date of June 30, 2020.

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



Gary R. Stinson
AFSCME Council 25



Alan Sarnick

**School District of the City of Hazel Park
 American Federation of State, County, and Municipal Employees
 Local 271 AFL-CIO
 Salary Schedule
 2019/2020 Year**

Increased by 3.0% over 2019/2020 for All Employees and All Employees Awarded a Step

	<u>Master Maintenance (Any Hire Date)</u>				
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$17.85	\$18.91	\$19.98	\$21.06	\$22.13
Weekly (40 hours)	\$714.00	\$756.40	\$799.20	\$842.40	\$885.20
Annual (2080 hours)	\$37,128.00	\$39,332.80	\$41,558.40	\$43,804.80	\$46,030.40
<u>Shift Differential:</u>					
Afternoon/Evening	\$0.05				
Midnight	\$0.10				

Employees Hired Before July 1, 2001
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	<u>Master Maintenance</u>	<u>Skilled Maintenance</u>	<u>Head Engineer</u>	<u>Semi-Skilled</u>	<u>Head Custodian</u>
Hourly	\$22.13	\$20.04	\$19.50	\$19.36	\$18.92
Weekly (40 hours)	\$885.20	\$801.60	\$780.00	\$774.40	\$756.80
Annual (2080 hours)	\$46,030.40	\$41,683.20	\$40,560.00	\$40,268.80	\$39,353.60
	<u>Maintenance</u>	<u>Engineer</u>	<u>Truck Driver</u>	<u>Custodian</u>	<u>Bus Driver</u>
Hourly	\$18.57	\$18.92	\$18.40	\$18.15	\$20.07
Weekly (40 hours)	\$742.80	\$756.80	\$736.00	\$726.00	\$802.80
Annual (2080 hours)	\$38,625.60	\$39,353.60	\$38,272.00	\$37,752.00	\$41,745.60
<u>Shift Differential:</u>					
Afternoon/Evening	\$0.05				
Midnight	\$0.10				

**School District of the City of Hazel Park
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Salary Schedule
2019/2020 Year**

Increased by 3.0% over 2019/2020 for All Employees and All Employees Awarded a Step

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	\$15.93	\$16.08	\$16.25
Weekly (40 hours)	\$637.20	\$643.20	\$650.00
Annual (2080 hours)	\$33,134.40	\$33,446.40	\$33,800.00

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	\$15.25	\$15.40	\$15.54
Weekly (40 hours)	\$610.00	\$616.00	\$621.60
Annual (2080 hours)	\$31,720.00	\$32,032.00	\$32,323.20

Head Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.88	\$15.04	\$15.20
Weekly (40 hours)	\$595.20	\$601.60	\$608.00
Annual (2080 hours)	\$30,950.40	\$31,283.20	\$31,616.00

Maintenance

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.60	\$14.75	\$14.88
Weekly (40 hours)	\$584.00	\$590.00	\$595.20
Annual (2080 hours)	\$30,368.00	\$30,680.00	\$30,950.40

Engineer

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.88	\$15.04	\$15.20
Weekly (40 hours)	\$595.20	\$601.60	\$608.00
Annual (2080 hours)	\$30,950.40	\$31,283.20	\$31,616.00

Truck Driver

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.49	\$14.64	\$14.77
Weekly (40 hours)	\$579.60	\$585.60	\$590.80
Annual (2080 hours)	\$30,139.20	\$30,451.20	\$30,721.60

Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.24	\$14.40	\$14.52
Weekly (40 hours)	\$569.60	\$576.00	\$580.80
Annual (2080 hours)	\$29,619.20	\$29,952.00	\$30,201.60

Shift Differential:

Afternoon/Evening	\$0.05
Midnight	\$0.10

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Salary Schedule
2019/2020 Year

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

Bus Driver

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$15.75	\$15.91	\$17.50
Weekly (40 hours)	\$630.00	\$636.40	\$700.00
Annual (2080 hours)	\$32,760.00	\$33,092.80	\$36,400.00

Bus Maintenance/Garage Attendant

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.60	\$14.75	\$14.88
Weekly (40 hours)	\$584.00	\$590.00	\$595.20
Annual (2080 hours)	\$30,368.00	\$30,680.00	\$30,950.40

Shift Differential:

Afternoon/Evening	\$0.05
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**School District of the City of Hazel Park
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Salary Schedule
2019/2020 Year**

Increased by 3.0% over 2019/2020 for All Employees and All Employees Awarded a Step

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	\$10.69	\$11.68	\$12.75	\$13.94	\$15.23
Weekly (40 hours)	\$427.60	\$467.20	\$510.00	\$557.60	\$609.20
Annual (2080 hours)	\$22,235.20	\$24,294.40	\$26,520.00	\$28,995.20	\$31,678.40

Head Engineer

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$10.69	\$11.63	\$12.65	\$13.75	\$14.95
Weekly (40 hours)	\$427.60	\$465.20	\$506.00	\$550.00	\$598.00
Annual (2080 hours)	\$22,235.20	\$24,190.40	\$26,312.00	\$28,600.00	\$31,096.00

Semi-Skilled

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$10.69	\$11.56	\$12.47	\$13.46	\$14.55
Weekly (40 hours)	\$427.60	\$462.40	\$498.80	\$538.40	\$582.00
Annual (2080 hours)	\$22,235.20	\$24,044.80	\$25,937.60	\$27,996.80	\$30,264.00

Head Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.80	\$11.05	\$11.75	\$12.86	\$14.23
Weekly (40 hours)	\$392.00	\$442.00	\$470.00	\$514.40	\$569.20
Annual (2080 hours)	\$20,384.00	\$22,984.00	\$24,440.00	\$26,748.80	\$29,598.40

Maintenance

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.80	\$10.70	\$11.69	\$12.77	\$13.95
Weekly (40 hours)	\$392.00	\$428.00	\$467.60	\$510.80	\$558.00
Annual (2080 hours)	\$20,384.00	\$22,256.00	\$24,315.20	\$26,561.60	\$29,016.00

Engineer

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.80	\$10.72	\$11.75	\$12.86	\$14.23
Weekly (40 hours)	\$392.00	\$428.80	\$470.00	\$514.40	\$569.20
Annual (2080 hours)	\$20,384.00	\$22,297.60	\$24,440.00	\$26,748.80	\$29,598.40

Truck Driver

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.80	\$10.68	\$11.64	\$12.69	\$13.84
Weekly (40 hours)	\$392.00	\$427.20	\$465.60	\$507.60	\$553.60
Annual (2080 hours)	\$20,384.00	\$22,214.40	\$24,211.20	\$26,395.20	\$28,787.20

Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.80	\$10.27	\$11.27	\$12.37	\$13.60
Weekly (40 hours)	\$392.00	\$410.80	\$450.80	\$494.80	\$544.00
Annual (2080 hours)	\$20,384.00	\$21,361.60	\$23,441.60	\$25,729.60	\$28,288.00

Bus Driver

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$16.00	\$16.25	\$16.50	\$17.00	\$17.50
Weekly (40 hours)	\$640.00	\$650.00	\$660.00	\$680.00	\$700.00
Annual (2080 hours)	\$33,280.00	\$33,800.00	\$34,320.00	\$35,360.00	\$36,400.00

Shift Differential:

Afternoon/Evening	\$0.05
Midnight	\$0.10