

**School District for the City of Hazel Park and  
Hazel Park Paraprofessional Association  
Tentative Agreement of 5-29-19**

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 term of the new collective bargaining agreement is for the period July 1, 2019, through June 30, 2020; however, notwithstanding anything to the contrary, it is understood that the compensation reductions/changes reflected in the tentative agreements of 3-23-15, 8-15, 5-9-16, 4-18-17, and 4-16-18 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, 2020, until the parties otherwise agree.

2. a) The Base Salary shall be eliminated from the Salary Schedule, with those currently on the Base Salary step moving to the new Step 1 Salary step.

b) The Salary Schedule shall reflect a 3% on schedule increase (see new Salary Schedule attached).

c) A new Step 8 will be added to the Salary Schedule as reflected in the new Salary Schedule, attached.

d) All Employees who were actively employed before January 1, 2019, and are step eligible shall advance 1 full step as of July 1, 2019 (with those currently on the Base Salary step moving to the Step 1 Salary step; those on Step 7 shall move to the new Step 8).

3. The Labor Day Holiday shall be restored and added to Article XIII.A, entitled "Holidays," as provided in the agreement previously, to read as follows: "Labor Day (if working the week of Labor Day)."

4. The following provision shall be added to the end of Article XIII.A, entitled "Holidays":

"Use of a personal day due to illness or accident of the employee or a member of the employee's immediate family are the only situations that permit a bargaining unit member to use a personal day to qualify the member to be eligible for holiday pay in lieu of actually working the day before or after a holiday (e.g., using a personal day for personal business or recreation the day before or after a holiday will not qualify a bargaining unit member to be eligible for holiday pay). The District reserves the right to receive appropriate verification of such illness or accident. If a bargaining unit member is going to use any paid personal days as part of an FMLA leave or any other leave due to illness or accident, the expectation is that the bargaining unit member will begin using the days from the beginning of such leave and to use such days consecutively until the

personal days are exhausted or the member recovers; otherwise, use of one or more paid personal leave days due to illness or accident immediately before or after a holiday will not qualify the bargaining unit member to be eligible for holiday pay.”

5. Article XIII.B, entitled “Personal Days,” shall be modified to read as follows:

“The School District will pay paraprofessionals three (3) personal days (one day equals number of hours in the employees work day); i.e. — employee works a 35 hour work week, then the average for a day would be 7 hours. If a person works a 20 hour work week, then the average for a day would be 4 hours. This may be taken for any reason including illness. A three-day advance notice is required except in cases of emergency, i.e. -- if an employee waked up ill one morning, then that person would be able to declare that as his/her personal day, if the employee chooses to do that.

After an employee has completed his/her probationary period, the employee shall be entitled to two (2) additional personal days, for a total of five (5) personal days per year.

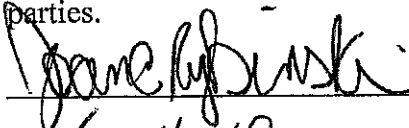
After an employee has completed five (5) years of employment with the District, the employee shall be entitled to an additional personal day, for a total of six (6) personal days per year.

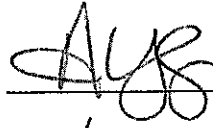
After an employee has completed ten (10) years of employment with the District, the employee shall be entitled to an additional personal day, for a total of seven (7) personal days per year.

The personal day (hours) referenced above may be accumulated to an equivalent of fourteen (14) days (days being equal to the employee's average work day as described above). These days may be paid at retirement if unused, or at the end of any years the employee requests, if unused.”

All other terms in 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.

  
\_\_\_\_\_  
6-11-19  
Date

  
\_\_\_\_\_  
6-12-2019  
Date

**HPPA Schedule  
2019-20 Salary Schedule**

Step	Class <u>1</u>	Class <u>2</u>	Class <u>3</u>	Class <u>4</u>	Class <u>5</u>	Class <u>6</u>
1 year	10.02	10.95	11.65	12.34	12.85	13.37
2 year	11.17	11.76	12.60	13.49	14.01	14.52
3 year	11.46	12.03	12.85	13.79	14.31	14.82
4 year	11.76	12.30	13.12	14.08	14.60	15.11
5 year	12.06	12.57	13.38	14.38	14.89	15.41
6 year	12.36	12.82	13.66	14.69	15.20	15.72
7 year	12.69	13.13	13.95	15.00	15.51	16.03
8 year	12.99	13.43	14.25	15.30	15.81	16.33
				<b>Special Ed</b>	<b>Jardon</b>	<b>Edison</b>