

Custo Maint.

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

Rubel Repub... 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
Dancy Missetter

deonnyll
Rich Reynolds

School District of the City of Hazel Park
American Federation of State, county and Municipal
Employees - Local 271 AFL-CIO
Salary Schedule
(For employees hired on or after July 1, 2001, but before January 17, 2011)
FISCAL YEAR 15/16

Bus Driver

Step 1:	Hourly	15.14 ✓	Step 3:	Hourly	15.45 ✓
	Weekly	605.41 ✓		Weekly	617.94 ✓
	Annual (2080 hrs)	31,481.51 ✓		Annual (2080 hrs)	32,133.13 ✓
Step 2:	Hourly	15.30			
	Weekly	612.07			
	Annual (2080 hrs)	31,827.68			

Salary Schedule
(Hired before 7/1/1988)

Cook

Hourly 17.63

(Hired on or after 7/1/1988 but before January 17, 2011)

<u>Cook-Manager</u>			<u>Cook</u>		
Minimum	Hourly	14.45	Minimum	Hourly	12.96
Minimum	Hourly	15.21	Minimum	Hourly	14.00

Shift Differential:
 \$.05/hour - Afternoon
 %.10/hour - Midnight

School District of the City of Hazel Park
American Federation of State, county and Municipal
Employees - Local 271 AFL-CIO
Salary Schedule
FISCAL YEAR 15/16

Truck Driver

Step 1:	Hourly	13.82	Step 3:	Hourly	14.09
	Weekly	552.84		Weekly	563.72
	Annual (2080 hrs)	28,747.68		Annual (2080 hrs)	29,313.44
Step 2:	Hourly	13.96			
	Weekly	558.28			
	Annual (2080 hrs)	29,030.56			

Custodian I

Step 1:	Hourly	13.58	Step 3:	Hourly	13.85
	Weekly	543.32		Weekly	553.86
	Annual (2080 hrs)	28,252.64		Annual (2080 hrs)	28,800.72
Step 2:	Hourly	13.73			
	Weekly	549.10			
	Annual (2080 hrs)	28,553.20			

Bus Maint/Garage Attd

Step 1:	Hourly	16.04	Step 3:	Hourly	16.36
	Weekly	641.44		Weekly	654.36
	Annual (2080 hrs)	33,354.92		Annual (2080 hrs)	34,026.91
Step 2:	Hourly	16.20			
	Weekly	648.10			
	Annual (2080 hrs)	33,701.10			

Bus Driver (Hourly)

Step 1:	Hourly	15.14	Step 3:	Hourly	15.45
	Weekly	605.41		Weekly	617.94
	Annual (2080 hrs)	31,481.51		Annual (2080 hrs)	32,133.13
Step 2:	Hourly	15.30			
	Weekly	612.07			
	Annual (2080 hrs)	31,827.68			

Shift Differential:

\$.05/hour - Afternoon

%.10/hour - Midnight

**School District of the City of Hazel Park
American Federation of State, county and Municipal
Employees - Local 271 AFL-CIO
Salary Schedule
(For employees hired before July 1, 2001)
FISCAL YEAR 15/16**

Bus Driver (Hourly)

Hourly	19.30
Weekly	771.84
Annual (2080 hrs)	40,135.87

Shift Differential:

\$.05/hour - Afternoon

%.10/hour - Midnight

School District of the City of Hazel Park
American Federation of State, county and Municipal
Employees - Local 271 AFL-CIO
Salary Schedule
(Employees (non cafeteria) hired before July 1, 2001
FISCAL YEAR 15/16

Master Maintenance

Hourly	21.11 ✓
Weekly	844.56
Annual (2080 hrs)	43,917.12

Skilled Maintenance

Hourly	19.12 ✓
Weekly	764.66
Annual (2080 hrs)	39,762.32

Head Engineer

Hourly	18.59 ✓
Weekly	743.58
Annual (2080 hrs)	38,666.16

Semi Skilled

Hourly	18.46 ✓
Weekly	738.48 ✓
Annual (2080 hrs)	38,400.96 ✓

Head Custodian

Hourly	18.05 ✓
Weekly	722.16
Annual (2080 hrs)	37,552.32

Maintenance

Hourly	17.71
Weekly	708.56
Annual (2080 hrs)	36,845.12

Engineer

Hourly	18.05 ✓
Weekly	722.16
Annual (2080 hrs)	37,552.32

Truck Driver

Hourly	17.54
Weekly	701.42
Annual (2080 hrs)	36,473.84

Custodian I

Hourly	17.31 ✓
Weekly	692.24
Annual (2080 hrs)	35,996.48

Shift Differential:

\$.05/hour - Afternoon
 %.10/hour - Midnight

School District of the City of Hazel Park
American Federation of State, county and Municipal
Employees - Local 271 AFL-CIO
Salary Schedule
(For employees regardless of any hire date)
FISCAL YEAR 15/16

Master Maintenance

Step 1: Hourly 17.02 ✓ Weekly 680.68 Annual (2080 hrs) 35,395.36	Step 4: Hourly 20.09 ✓ Weekly 803.42 Annual (2080 hrs) 41,777.84
Step 2: Hourly 18.04 ✓ Weekly 721.48 Annual (2080 hrs) 37,516.96	Step 5: Hourly 21.11 ✓ Weekly 844.56 ✓ Annual (2080 hrs) 43,917.12
Step 3: Hourly 19.06 ✓ Weekly 762.28 Annual (2080 hrs) 39,638.56	

School District of the City of Hazel Park
American Federation of State, county and Municipal
Employees - Local 271 AFL-CIO
Salary Schedule
(For employees hired after January 17, 2011)
FISCAL YEAR 15/16

Skilled Maintenance

Step 1:	Hourly	10.20 ✓	Step 4:	Hourly	13.29 ✓
	Weekly	408.00		Weekly	531.42
	Annual (2080 hrs)	21,216.00		Annual (2080 hrs)	27,633.84
Step 2:	Hourly	11.14 ✓	Step 5:	Hourly	14.52 ✓
	Weekly	445.40		Weekly	580.72
	Annual (2080 hrs)	23,160.80		Annual (2080 hrs)	30,197.44
Step 3:	Hourly	12.16 ✓			
	Weekly	486.54			
	Annual (2080 hrs)	25,300.08			

Head Engineer

Step 1:	Hourly	10.20 ✓	Step 4:	Hourly	13.12 ✓
	Weekly	408.00		Weekly	524.62
	Annual (2080 hrs)	21,216.00		Annual (2080 hrs)	27,280.24
Step 2:	Hourly	11.09 ✓	Step 5:	Hourly	14.26 ✓
	Weekly	443.70		Weekly	570.52
	Annual (2080 hrs)	23,072.40		Annual (2080 hrs)	29,667.04
Step 3:	Hourly	12.06 ✓			
	Weekly	482.46			
	Annual (2080 hrs)	25,087.92			

Semi Skilled

Step 1:	Hourly	10.20 ✓	Step 4:	Hourly	12.84 ✓
	Weekly	408.00		Weekly	513.74
	Annual (2080 hrs)	21,216.00		Annual (2080 hrs)	26,714.48
Step 2:	Hourly	11.02 ✓	Step 5:	Hourly	13.88 ✓
	Weekly	440.64		Weekly	555.22
	Annual (2080 hrs)	22,913.28		Annual (2080 hrs)	28,871.44
Step 3:	Hourly	11.89 ✓			
	Weekly	475.66			
	Annual (2080 hrs)	24,734.32			

Shift Differential:

\$.05/hour - Afternoon

%.10/hour - Midnight

School District of the City of Hazel Park
American Federalation of State, county and Municipal
Employees - Local 271 AFL-CIO
Salary Schedule
(For employees hired after January 17, 2011)
FISCAL YEAR 15/16

Head Custodian

Step 1:	Hourly	9.35 ✓	Step 4:	Hourly	12.27 ✓
	Weekly	374.00		Weekly	490.96
	Annual (2080 hrs)	19,448.00		Annual (2080 hrs)	25,529.92
Step 2:	Hourly	10.54 ✓	Step 5:	Hourly	13.57 ✓
	Weekly	421.60		Weekly	542.98
	Annual (2080 hrs)	21,923.20		Annual (2080 hrs)	28,234.96
Step 3:	Hourly	11.21 ✓			
	Weekly	448.46			
	Annual (2080 hrs)	23,319.92			

Maintenance

Step 1:	Hourly	9.35 ✓	Step 4:	Hourly	12.18
	Weekly	374.00		Weekly	487.22
	Annual (2080 hrs)	19,448.00		Annual (2080 hrs)	25,335.44
Step 2:	Hourly	10.21	Step 5:	Hourly	13.30
	Weekly	408.34		Weekly	532.10
	Annual (2080 hrs)	21,233.68		Annual (2080 hrs)	27,669.20
Step 3:	Hourly	11.15			
	Weekly	446.08			
	Annual (2080 hrs)	23,196.16			

Engineer

Step 1:	Hourly	9.35 ✓	Step 4:	Hourly	12.27 ✓
	Weekly	374.00		Weekly	490.96
	Annual (2080 hrs)	19,448.00		Annual (2080 hrs)	25,529.92
Step 2:	Hourly	10.23 ✓	Step 5:	Hourly	13.57 ✓
	Weekly	409.36		Weekly	542.98
	Annual (2080 hrs)	21,286.72		Annual (2080 hrs)	28,234.96
Step 3:	Hourly	11.21 ✓			
	Weekly	448.46			
	Annual (2080 hrs)	23,319.92			

Shift Differential:

\$.05/hour - Afternoon

%.10/hour - Midnight

School District of the City of Hazel Park
American Federation of State, county and Municipal
Employees - Local 271 AFL-CIO
Salary Schedule
(For employees hired after January 17, 2011)
FISCAL YEAR 15/16

Truck Driver

Step 1:	Hourly	9.35 ✓	Step 4:	Hourly	12.10 ✓
	Weekly	374.00		Weekly	484.16
	Annual (2080 hrs)	19,448.00		Annual (2080 hrs)	25,176.32
Step 2:	Hourly	10.19 ✓	Step 5:	Hourly	13.20 ✓
	Weekly	407.66		Weekly	528.02
	Annual (2080 hrs)	21,198.32		Annual (2080 hrs)	27,457.04
Step 3:	Hourly	11.10 ✓			
	Weekly	444.04			
	Annual (2080 hrs)	23,090.08			

Custodian I

Step 1:	Hourly	8.93 ✓	Step 4:	Hourly	11.80 ✓
	Weekly	357.00		Weekly	471.92
	Annual (2080 hrs)	18,564.00		Annual (2080 hrs)	24,539.84
Step 2:	Hourly	9.79 ✓	Step 5:	Hourly	12.97 ✓
	Weekly	391.68		Weekly	518.84
	Annual (2080 hrs)	20,367.36		Annual (2080 hrs)	26,979.68
Step 3:	Hourly	10.74 ✓			
	Weekly	429.76			
	Annual (2080 hrs)	22,347.52			

Bus Driver

Step 1:	Hourly	15.14 ✓	Step 4:	Hourly	15.30 ✓
	Weekly	605.41		Weekly	612.07
	Annual (2080 hrs)	31,481.51		Annual (2080 hrs)	31,827.68
Step 2:	Hourly	15.14 ✓	Step 5:	Hourly	15.45 ✓
	Weekly	605.41		Weekly	617.94
	Annual (2080 hrs)	31,481.51		Annual (2080 hrs)	32,133.13
Step 3:	Hourly	15.30 ✓			
	Weekly	612.07			
	Annual (2080 hrs)	31,827.68			

Shift Differential:

\$.05/hour - Afternoon

%.10/hour - Midnight

School District of the City of Hazel Park
American Federation of State, county and Municipal
Employees - Local 271 AFL-CIO
Salary Schedule
(For employees hired after January 17, 2011)
FISCAL YEAR 15/16

Cook- Manager

Step 1: Hourly 14.45 Weekly 578.00 Annual (2080 hrs) 30,056.00	Step 4: Hourly 14.83 Weekly 593.20 Annual (2080 hrs) 30,846.40
Step 2: Hourly 14.45 Weekly 578.00 Annual (2080 hrs) 30,056.00	Step 5: Hourly 15.21 Weekly 608.40 Annual (2080 hrs) 31,636.80
Step 3: Hourly 14.83 Weekly 593.20 Annual (2080 hrs) 30,846.40	

Cook

Step 1: Hourly 12.96 Weekly 518.40 Annual (2080 hrs) 26,956.80	Step 4: Hourly 13.48 Weekly 539.20 Annual (2080 hrs) 28,038.40
Step 2: Hourly 12.96 Weekly 518.40 Annual (2080 hrs) 26,956.80	Step 5: Hourly 14.00 Weekly 560.00 Annual (2080 hrs) 29,120.00
Step 3: Hourly 13.48 Weekly 539.20 Annual (2080 hrs) 28,038.40	

Shift Differential:

\$.05/hour - Afternoon

%.10/hour - Midnight

**School District of the City of Hazel Park
American Federation of State, county and Municipal
Employees - Local 271 AFL-CIO**

Salary Schedule

(For employees hired on or after July 1, 2001, but before January 17, 2011)

FISCAL YEAR 15/16

Skilled Maintenance

Step 1:	Hourly	15.20 ✓	Step 3:	Hourly	15.50
	Weekly	607.92		Weekly	620.16
	Annual (2080 hrs)	31,611.84		Annual (2080 hrs)	32,248.32
Step 2:	Hourly	15.34			
	Weekly	613.70			
	Annual (2080 hrs)	31,912.40			

Head Engineer

Step 1:	Hourly	14.91	Step 3:	Hourly	15.22 ✓
	Weekly	596.36		Weekly	608.94
	Annual (2080 hrs)	31,010.72		Annual (2080 hrs)	31,664.88
Step 2:	Hourly	15.08			
	Weekly	603.16			
	Annual (2080 hrs)	31,364.32			

Semi Skilled

Step 1:	Hourly	14.54	Step 3:	Hourly	14.82
	Weekly	581.74		Weekly	592.96
	Annual (2080 hrs)	30,250.48		Annual (2080 hrs)	30,833.92
Step 2:	Hourly	14.68			
	Weekly	587.18			
	Annual (2080 hrs)	30,533.36			

Head Custodian

Step 1:	Hourly	14.20 ✓	Step 3:	Hourly	14.49 ✓
	Weekly	567.80		Weekly	579.70
	Annual (2080 hrs)	29,525.60		Annual (2080 hrs)	30,144.40
Step 2:	Hourly	14.35			
	Weekly	573.92			
	Annual (2080 hrs)	29,843.84			

Shift Differential:

\$.05/hour - Afternoon

%.10/hour - Midnight

School District of the City of Hazel Park
American Federation of State, county and Municipal
Employees - Local 271 AFL-CIO
Salary Schedule
(For employees hired on or after July 1, 2001, but before January 17, 2011)
FISCAL YEAR 15/16

Maintenance

Step 1:	Hourly	13.92 ✓	Step 3:	Hourly	14.20
	Weekly	556.92		Weekly	568.14
	Annual (2080 hrs)	28,959.84		Annual (2080 hrs)	29,543.28
Step 2:	Hourly	14.07			
	Weekly	562.70			
	Annual (2080 hrs)	29,260.40			

Engineer

Step 1:	Hourly	14.20	Step 3:	Hourly	14.49
	Weekly	567.80		Weekly	579.70
	Annual (2080 hrs)	29,525.60		Annual (2080 hrs)	30,144.40
Step 2:	Hourly	14.35 ✓			
	Weekly	573.92			
	Annual (2080 hrs)	29,843.84			

Truck Driver

Step 1:	Hourly	13.82	Step 3:	Hourly	14.09 ✓
	Weekly	552.84		Weekly	563.72
	Annual (2080 hrs)	28,747.68		Annual (2080 hrs)	29,313.44
Step 2:	Hourly	13.96 ✓			
	Weekly	558.28			
	Annual (2080 hrs)	29,030.56			

Custodian

Step 1:	Hourly	13.58	Step 3:	Hourly	13.85 ✓
	Weekly	543.32		Weekly	553.86 ✓
	Annual (2080 hrs)	28,252.64		Annual (2080 hrs)	28,800.72 ✓
Step 2:	Hourly	13.73			
	Weekly	549.10			
	Annual (2080 hrs)	28,553.20			

Shift Differential:

\$.05/hour - Afternoon

%.10/hour - Midnight

School District of the City of Hazel Park
American Federation of State, county and Municipal
Employees - Local 271 AFL-CIO
Salary Schedule
(For employees hired on or after July 1, 2001)
FISCAL YEAR 15/16

Bus Main/Garage Attd

Step 1:	Hourly	16.04	Step 3:	Hourly	16.36
	Weekly	641.44		Weekly	654.36
	Annual (2080 hrs)	33,354.92		Annual (2080 hrs)	34,026.91
Step 2:	Hourly	16.20			
	Weekly	648.10			
	Annual (2080 hrs)	33,701.10			

Bus Driver (Hourly)

Step 1:	Hourly	15.14 ✓	Step 3:	Hourly	15.45 ✓
	Weekly	605.41		Weekly	617.94
	Annual (2080 hrs)	31,481.51		Annual (2080 hrs)	32,133.13
Step 2:	Hourly	15.30 ✓			
	Weekly	612.07			
	Annual (2080 hrs)	31,827.68			

Shift Differential:

\$.05/hour - Afternoon

%.10/hour - Midnight

\$.05/hour - Afternoon

%.10/hour - Midnight