

**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.

Richard Perry
Mueller Kuntz

James A. [Signature]
APASA

[Signature]

School District of the City of Hazel Park
H.P.A.S.A. Salary Schedule
Fiscal Year 15/16

	01	02	03	04	05	06	07	08
	BA	BA+18	MA	MA+15	MA+30	MA+45	DR	Non-Degree
<u>High School Principal</u>								
Base	19,815	21,161 ✓	22,862	23,237	23,611	23,985 ✓	24,362	18,464
1	21,983	23,456	25,325	25,735	26,144	26,557	26,969	20,501
2	24,997	26,605	28,636	29,081 ✓	29,531	29,976	30,419	23,386
<u>High School Assistant Principal</u>								
Base	12,442	12,443	14,089	14,291	14,495	14,695	14,898	11,712
1	14,226	15,015	16,017 ✓	16,237	16,461	16,680	16,900	13,429
2	17,349	18,208	19,290 ✓	19,527	19,770	20,007	20,246	16,491
<u>Junior High Principal</u>								
Base	16,815	17,802	19,048	19,327	19,601	19,876	20,151 ✓	15,823
1	18,539	19,625	20,997	21,302	21,603	21,903	22,207	17,451
2	21,116	22,298	23,794	24,121	24,454	24,782	25,111	19,926
<u>Assistant Junior High Principal</u>								
Base	11,270	11,272	12,919	13,120	13,325	13,527	13,728	10,543
1	12,559	13,351	14,352	14,572	14,794	15,014	15,234	11,764
2	14,690	15,551	16,632	16,869	17,113	17,349	17,589	13,833
<u>Elementary Principal</u>								
Base	14,972	15,960	17,206	17,485	17,758 ✓	18,034 ✓	18,308 ✓	13,981
1	16,698	17,783	19,155	19,459	19,760	20,059	20,365 ✓	15,609
2	19,273	20,456	21,952 ✓	22,278	22,613	22,940	23,269 ✓	18,085
<u>Assistant Elementary Principal</u>								
Base	8,969	8,970	10,617	10,818	11,022	11,223	11,426	8,240
1	10,257	11,048	12,048	12,269	12,492	12,711	12,931	9,460
2	12,389	13,248	14,329	14,566	14,810	15,046	15,286	11,530
<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	60,683 ✓	65,167 ✓	70,854 ✓	72,095 ✓	73,348	74,590 ✓	75,839 ✓	56,182 ✓