

**School District for the City of Hazel Park and
Hazel Park Association of School Administrators (HPASA)
Tentative Agreement of March 23, 2018**

The circumstances leading to this tentative agreement are as follows. The parties currently have a collective bargaining agreement in effect through June 30, 2018. 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, 2018 through June 30, 2019; however, notwithstanding anything to the contrary, it is understood that the compensation reductions reflected in the Tentative Agreements of March 19, 2015, May 4, 2016, and May 24, 2017 (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 unless set forth in this agreement or 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. The salary schedules in place for the 2017-18 school year shall remain unchanged for the 2018-19 school year, and there shall be no movement on steps. However, in the event that the District's state per student foundation allowance, currently at \$7,834, is increased for the 2018-19 school year to \$8,034 or more, AND the District's number of elementary, middle school, high school, and alternative education students (i.e., excluding center program and vendor students) increases by 50 over the such student count for October 2017, then all actively employed full-time teachers shall receive, in addition to the payments noted above, an off-scale bonus payment in the amount of \$400 (Four Hundred Dollars). Such payment shall be made in December 2018. If a first-year administrator resigns from the District prior to completing the school year, any such bonus payment that has already been disbursed will be recovered from the balance of the administrator's contract via payroll deduction on a pro-rata basis.
3. The cash-in-lieu of insurance payment under Article XII shall be reduced from \$5,000 to \$4,000. The parties also agree to negotiate a reduction in health care costs to be effective January 1, 2019; in the event that such negotiated savings are not agreed to by such date, then it is agreed that the District's contribution for health insurance shall remain as follows:
Single \$6,560.52
2 Person \$13,720.07
Family \$17,892.36.

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.

