

T/A
JOS
6-2-21

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 2, 2021

The Circumstances leading to this tentative agreement are as follows. The Parties currently have a collective bargaining agreement in effect through June 30, 2021. The parties are agreeable to entering into a successor collective bargaining agreement on the following terms.

The parties hereby agree as follows:

The Parties agree to enter into a two-year collective bargaining agreement for the 2021-22 and 2022-23 school years.

For the 2021-22 school year

For Employees Hired before January 17, 2011

1. Increase the salary schedule across the board by four percent (4%)
2. Master Maintenance will receive an extra 1% July 1, 2021
3. Pay all Custodial/Maintenance/Bus Drivers a one-time off-schedule signing/retention bonus of \$1,500, to be paid as follows: \$500 by second pay period in November 2021; \$1,000 in second pay period in June 2022. To be eligible for this bonus, employees must be employed as of September 15, 2021.
4. Return of 4 holidays for bus drivers:
 - a. Monday of Spring Break swap for Easter Monday.
 - b. Friday before Labor Day
 - c. Labor Day,
 - d. Friday after Thanksgiving
5. Restore Vacation Day(s) for bus drivers (confirm number of days 1 or 3)

For Employees hired after January 17, 2011

1. New Salary Scale as presented
- 2.. Pay all Custodial/Maintenance/Bus Drivers a one-time off-schedule signing/retention bonus of \$1,500, to be paid as follows: \$500 by second pay period in November; \$1,000 in second pay period in June. To be eligible for this bonus, employees must be employed as of September 15, 2021
3. Return of 4 holidays for bus drivers:
 - a. Monday of Spring Break swap for Easter Monday.
 - b. Friday before Labor Day
 - c. Labor Day,
 - d. Friday after Thanksgiving
4. Restore Vacation Day(s) for bus drivers (confirm number of days 1 or 3)

For the 2022-2023 School Year

1. Increase the salary schedule across the board by three percent (3%) (No Step Movement)

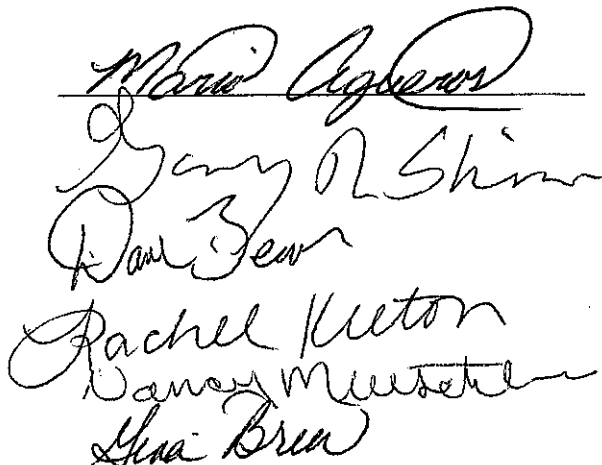
Language Changes

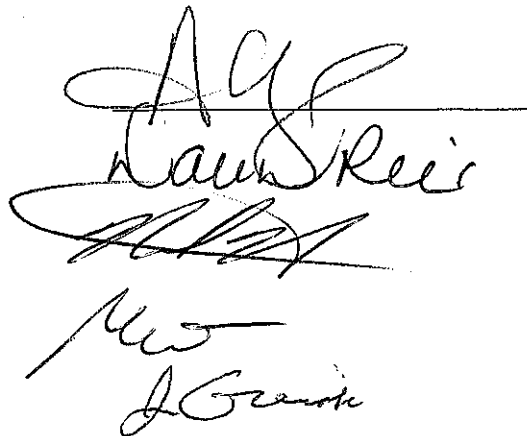
Union Security Clause

The employer shall notify the Local President or Designee of any new employee under the recognition of this Agreement within 10 business days of their date of hire. The notification shall include the employee's name and contact information so the union may meet with the employee at a mutually agreeable time and place to explain the benefits of union membership.

Return to bid meetings (language to be agreed upon)

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.


Marian Agnew
Gary R. Shinn
Dan Bear
Rachel Kleton
Doreen Muesel
Lisa Brua


AGP
Lauri Reier
[Signature]
[Signature]
J. Grande

Employees Hired Before July 1, 2001

2021/22 (4% Increase)

	<u>Master Maintenance</u>	<u>Head Engineer</u>	<u>Head Custodian</u>	<u>Engineer</u>	<u>Custodian</u>	<u>Bus Driver</u>
Hourly	\$24.17	\$21.10	\$20.47	\$20.47	\$19.64	\$21.72
Weekly (40 hours)	\$966.84	\$844.06	\$818.69	\$818.69	\$785.41	\$868.61
Annual (2080 hours)	\$50,275.68	\$43,891.33	\$42,571.78	\$42,571.78	\$40,841.22	\$45,167.62

2022/23 (3% Increase)

	<u>Master Maintenance</u>	<u>Head Engineer</u>	<u>Head Custodian</u>	<u>Engineer</u>	<u>Custodian</u>	<u>Bus Driver</u>
Hourly	\$24.90	\$21.73	\$21.08	\$21.08	\$20.22	\$22.37
Weekly (40 hours)	\$995.85	\$869.39	\$843.25	\$843.25	\$808.97	\$894.67
Annual (2080 hours)	\$51,783.95	\$45,208.07	\$43,848.93	\$43,848.93	\$42,066.45	\$46,522.64

Note:

Only retian top step , everyone is on top step and there is no addition of employees on this schedule

Employees Hired After July 1, 2001, but before January 17, 2011

2021/22 (4% Increase)

	<u>Head Custodian</u>	<u>Maint.</u>	<u>Engineer</u>	<u>Bus</u>	<u>Custodian</u>	<u>Semi Skilled</u>
Hourly	\$16.44	\$16.44	\$16.44	\$18.94	\$15.71	\$16.82
Weekly (40 hours)	\$657.70	\$657.70	\$657.70	\$757.54	\$628.58	\$672.67
Annual (2080 hours)	\$34,200.19	\$34,200.19	\$34,200.19	\$39,391.87	\$32,685.95	\$34,978.94

2022/23 (3% Increase)

	<u>Head Custodian</u>	<u>Maint.</u>	<u>Engineer</u>	<u>Bus</u>	<u>Custodian</u>	<u>Semi Skilled</u>
Hourly	\$16.94	\$16.94	\$16.94	\$19.51	\$16.19	\$17.32
Weekly (40 hours)	\$677.43	\$677.43	\$677.43	\$780.26	\$647.43	\$692.85
Annual (2080 hours)	\$35,226.20	\$35,226.20	\$35,226.20	\$40,573.63	\$33,666.53	\$36,028.31

Note:

Only retian top step , everyone is on top step and there is no addition of employees on this schedule

Employees Hired After January 17, 2011 - 2021/22 School Year (New Schedule)

Master Maintenance

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$19.31	\$20.46	\$21.62	\$22.79	\$23.91
Weekly (40 hours)	\$772.51	\$818.27	\$864.86	\$911.46	\$956.23
Annual (2080 hours)	\$40,170.62	\$42,550.14	\$44,972.93	\$47,395.71	\$49,724.06

Head Engineer

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$15.71	\$16.18	\$16.67	\$17.17	\$17.68
Weekly (40 hours)	\$628.43	\$647.28	\$666.70	\$686.70	\$707.30
Annual (2080 hours)	\$32,678.10	\$33,658.44	\$34,668.20	\$35,708.24	\$36,779.49

Semi-Skilled

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$16.71	\$17.18	\$17.67	\$18.17	\$18.68
Weekly (40 hours)	\$668.43	\$687.28	\$706.70	\$726.70	\$747.30
Annual (2080 hours)	\$34,758.10	\$35,738.44	\$36,748.20	\$37,788.24	\$38,859.49

Head Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$14.96	\$15.41	\$15.87	\$16.35	\$16.84
Weekly (40 hours)	\$598.50	\$616.46	\$634.95	\$654.00	\$673.62
Annual (2080 hours)	\$31,122.00	\$32,055.66	\$33,017.33	\$34,007.85	\$35,028.09

Maintenance

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$15.71	\$16.18	\$16.67	\$17.17	\$17.68
Weekly (40 hours)	\$628.43	\$647.28	\$666.70	\$686.70	\$707.30
Annual (2080 hours)	\$32,678.10	\$33,658.44	\$34,668.20	\$35,708.24	\$36,779.49

Engineer (New)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$14.96	\$15.41	\$15.87	\$16.35	\$16.84
Weekly (40 hours)	\$598.50	\$616.46	\$634.95	\$654.00	\$673.62
Annual (2080 hours)	\$31,122.00	\$32,055.66	\$33,017.33	\$34,007.85	\$35,028.09

Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$14.25	\$14.68	\$15.12	\$15.57	\$16.04
Weekly (40 hours)	\$570.00	\$587.10	\$604.71	\$622.85	\$641.54
Annual (2080 hours)	\$29,640.00	\$30,529.20	\$31,445.08	\$32,388.43	\$33,360.08

Bus Driver

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$17.50	\$18.00	\$18.50	\$19.50	\$20.50
Weekly (40 hours)	\$700.00	\$720.00	\$740.00	\$780.00	\$820.00
Annual (2080 hours)	\$36,400.00	\$37,440.00	\$38,480.00	\$40,560.00	\$42,640.00

Shift Differential:

Afternoon/Evening	\$0.05
Midnight	\$0.10

Employees Hired After January 17, 2011 - 2022/23 School Year (3% Increase)

Master Maintenance

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$19.89	\$21.07	\$22.27	\$23.47	\$24.62
Weekly (40 hours)	\$795.69	\$842.82	\$890.81	\$938.80	\$984.92
Annual (2080 hours)	\$41,375.74	\$43,826.65	\$46,322.12	\$48,817.58	\$51,215.79

Head Engineer

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$16.18	\$16.67	\$17.17	\$17.68	\$18.21
Weekly (40 hours)	\$647.28	\$666.70	\$686.70	\$707.30	\$728.52
Annual (2080 hours)	\$33,658.44	\$34,668.20	\$35,708.24	\$36,779.49	\$37,882.87

Semi-Skilled

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$17.21	\$17.70	\$18.20	\$18.71	\$19.24
Weekly (40 hours)	\$688.48	\$707.90	\$727.90	\$748.50	\$769.72
Annual (2080 hours)	\$35,800.84	\$36,810.60	\$37,850.64	\$38,921.89	\$40,025.27

Head Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$15.41	\$15.87	\$16.35	\$16.84	\$17.35
Weekly (40 hours)	\$616.46	\$634.95	\$654.00	\$673.62	\$693.83
Annual (2080 hours)	\$32,055.66	\$33,017.33	\$34,007.85	\$35,028.09	\$36,078.93

Maintenance

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$16.18	\$16.67	\$17.17	\$17.68	\$18.21
Weekly (40 hours)	\$647.28	\$666.70	\$686.70	\$707.30	\$728.52
Annual (2080 hours)	\$33,658.44	\$34,668.20	\$35,708.24	\$36,779.49	\$37,882.87

Engineer (New)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$15.41	\$15.87	\$16.35	\$16.84	\$17.35
Weekly (40 hours)	\$616.46	\$634.95	\$654.00	\$673.62	\$693.83
Annual (2080 hours)	\$32,055.66	\$33,017.33	\$34,007.85	\$35,028.09	\$36,078.93

Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$14.68	\$15.12	\$15.57	\$16.04	\$16.52
Weekly (40 hours)	\$587.10	\$604.71	\$622.85	\$641.54	\$660.79
Annual (2080 hours)	\$30,529.20	\$31,445.08	\$32,388.43	\$33,360.08	\$34,360.88

Bus Driver

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$18.03	\$18.54	\$19.06	\$20.09	\$21.12
Weekly (40 hours)	\$721.00	\$741.60	\$762.20	\$803.40	\$844.60
Annual (2080 hours)	\$37,492.00	\$38,563.20	\$39,634.40	\$41,776.80	\$43,919.20

Shift Differential:

Afternoon/Evening	\$0.05
Midnight	\$0.10