

**School District for the City of Hazel Park and
International Union of Operating Engineers, Local 324 – A,B,C,D,G,H,PRA,S – AFL-CIO
Tentative Agreement 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, 2016. 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 IUOE 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 June 30, 2016, 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 IOUE bargaining representatives with respect to the same.
2. There will be an across-the-board reduction in salary schedules for all employees in the amount of 4.53% (four point five three 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. For the 2015-16 school year, and thereafter until the parties otherwise agree, the number of vacation days shall be reduced by four (4) across-the-board for all employees.
4. For the 2015-16 school year, and thereafter until the parties otherwise agree, employees shall increase their contribution toward health insurance by 10% (ten percent). Notwithstanding anything to the contrary, it is understood that 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. It is understood that five bargaining unit positions are being eliminated.
6. It is understood that from the Union' standpoint, Ms. Vickie Hunt's return to the bargaining unit as a level II secretary as the athletic coordinator in the athletic department has occurred and all matters regarding her return to the bargaining unit and pay for the same have been resolved.

All other terms in the expired collective bargaining agreement not addressed above will remain unchanged in the successor agreement, with the further understanding that dates will be updated as appropriate.

W. Hunt
3-23-15

It is understood and agreed that this tentative agreement is contingent upon ratification by both parties.

Richard Reynolds
Interim Superintendent

[Signature]
TWOE Local 324 Business Representative

**SECRETARIAL/CLERICAL
FISCAL YEAR 15/16**

	Base	1.0	2.0	3.0	4.0	5.0
Level 1						
Rate	15.36	16.23	17.52	18.15	18.59	19.39
10 Month (1680 hrs)	25,806.69	27,266.23	29,431.49	30,490.06	31,227.86	32,575.13
11 Month (1840 hrs)	28,264.47	29,863.02	32,234.49	33,393.88	34,201.94	35,677.52
12 Month (2080 hrs)	31,951.14	33,758.19	36,438.99	37,749.60	38,663.06	40,331.11
Level 2						
Rate	14.47	15.32	16.62	17.24	17.71	18.40
10 Month (1680 hrs)	24,315.06	25,742.53	27,923.83	28,966.36	29,752.27	30,907.08
11 Month (1840 hrs)	26,630.78	28,194.20	30,583.24	31,725.06	32,585.82	33,850.61
12 Month (2080 hrs)	30,104.36	31,871.70	34,572.36	35,863.11	36,836.14	38,265.90
Level 3						
Rate	13.61	14.51	15.84	16.35	16.95	17.44
10 Month (1680 hrs)	22,871.56	24,379.22	26,608.63	27,474.74	28,536.94	29,303.18
11 Month (1840 hrs)	25,049.80	26,701.05	29,142.79	30,091.38	31,180.50	32,093.96
12 Month (2080 hrs)	28,317.17	30,183.80	32,944.02	34,016.34	35,247.52	36,280.13
Level 4						
Rate	12.58	13.42	14.64	15.26	15.83	16.42
10 Month (1680 hrs)	21,139.35	22,550.78	24,587.73	25,630.26	26,592.60	27,587.01
11 Month (1840 hrs)	23,152.62	24,698.47	26,929.41	28,071.24	29,125.22	30,214.35
12 Month (2080 hrs)	26,172.53	27,920.01	30,441.95	31,732.70	32,924.17	34,155.35