

School District of the City of Hazel Park and Hazel Park Education Association
Memorandum of Understanding 3-17-15

The circumstances leading to this Memorandum of Understanding are as follows. The parties currently have a collective bargaining agreement in effect through August 31, 2017. 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 HPEA 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, 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 with the HPEA bargaining representatives with respect to the same.
2. There will be an across-the-board reduction in salary schedules for all teachers in the amount of 6.53% (six point five three 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. Longevity payments shall be reduced by 20% (twenty percent).
4. Teachers shall have their pay reduced for the time spent without students on early release days, with teachers being paid a flat hourly rate of \$27 (twenty seven dollars) per hour for such time, rather than their normal salary rate. It is understood that this will save the District approximately \$120,510 (one hundred twenty thousand and five hundred ten dollars) for the fiscal year 2015-16.
5. Schedule B payments shall be reduced by a minimum of 20%, and additional reductions shall apply to those activities listed in the attached. It is understood that such reductions for athletics will save approximately \$81,016 (eighty one thousand and sixteen dollars), and for non-athletic positions an additional \$8,040 (eight thousand and forty dollars).
6. Terminal leave payments under Article 23 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.

7. It is understood that the District intends to place more experienced teachers who are qualified into Title-I positions for the 2015-16 school year than in the current school year for both instructional and financial considerations.

8. It is further understood that the HPEA bargaining unit is not being subject to compensation reductions that are greater than any other professional bargaining unit.

9. All other terms in the collective bargaining agreement not addressed above will remain unchanged, subject to the understanding that the four furlough days will remain in effect until such time that the parties agree otherwise.

It is understood and agreed that this Memorandum of Understanding is contingent upon ratification by both parties.

Richard Reparty
J. Cassin
3-17-15

Amir Fyfe
Karen King
Rebecca Blain
Robert Cassin
Nancy

**School District of the City of Hazel Park
Hazel Park Education Association
2015/2016 Schedule A
Salary Schedule
For Teachers Hired Before November 22, 2010**

Degree:	B.A.	B.A. +18	M.A.	M.A. +15	M. A. +30	M.A. +45	DR.	Non Degree
Base	\$31,644	\$33,232	\$34,813	\$36,084	\$37,341	\$38,612	\$39,876	\$30,064
0.5	\$33,144	\$34,877	\$36,671	\$37,938	\$39,201	\$40,467	\$41,732	\$31,417
1.0	\$34,642	\$36,521	\$38,523	\$39,787	\$41,052	\$42,323	\$43,581	\$32,763
1.5	\$36,137	\$38,172	\$40,377	\$41,640	\$42,908	\$44,176	\$45,438	\$34,115
2.0	\$37,636	\$39,814	\$42,233	\$43,496	\$44,764	\$46,031	\$47,294	\$35,458
2.5	\$39,134	\$41,461	\$44,088	\$45,351	\$46,617	\$47,887	\$49,148	\$36,809
3.0	\$40,632	\$43,103	\$45,941	\$47,207	\$48,478	\$49,740	\$51,004	\$38,150
3.5	\$42,130	\$44,760	\$47,799	\$49,061	\$50,331	\$51,594	\$52,861	\$39,504
4.0	\$43,625	\$46,396	\$49,654	\$50,917	\$52,186	\$53,448	\$54,714	\$40,850
4.5	\$45,119	\$48,046	\$51,507	\$52,772	\$54,039	\$55,303	\$56,571	\$42,200
5.0	\$46,617	\$49,688	\$53,362	\$54,629	\$55,891	\$57,160	\$58,423	\$43,549
5.5	\$48,116	\$51,337	\$55,217	\$56,484	\$57,748	\$59,014	\$60,280	\$44,898
6.0	\$49,615	\$52,981	\$57,070	\$58,331	\$59,601	\$60,872	\$62,140	\$46,242
6.5	\$51,109	\$54,629	\$58,924	\$60,190	\$61,457	\$62,723	\$63,993	\$47,591
7.0	\$52,606	\$56,271	\$60,782	\$62,054	\$63,313	\$64,580	\$65,845	\$48,943
7.5	\$54,100	\$57,913	\$62,635	\$63,900	\$65,166	\$66,433	\$67,696	\$50,287
8.0	\$55,603	\$59,562	\$64,490	\$65,759	\$67,023	\$68,291	\$69,553	\$51,637
8.5	\$57,098	\$61,213	\$66,349	\$67,613	\$68,880	\$70,147	\$71,409	\$52,989
9.0	\$58,595	\$62,855	\$68,204	\$69,466	\$70,732	\$71,999	\$73,265	\$54,329
9.5	\$59,208	\$63,551	\$69,024	\$70,271	\$71,518	\$72,762	\$74,010	\$54,858
10.0	\$60,683	\$65,167	\$70,854	\$72,095	\$73,348	\$74,590	\$75,839	\$56,182

**School District of the City of Hazel Park
Hazel Park Education Association
2015/2016 Schedule A
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For Teachers Hired After November 22, 2010**

Degree:	B.A.	M.A.	M. A. +30	DR.	Non Degree
Base	\$31,644	\$34,813	\$37,341	\$39,876	\$30,064
0.5	\$33,144	\$36,671	\$39,201	\$41,732	\$31,417
1.0	\$34,642	\$38,523	\$41,052	\$43,581	\$32,763
1.5	\$36,137	\$40,377	\$42,908	\$45,438	\$34,115
2.0	\$37,636	\$42,233	\$44,764	\$47,294	\$35,458
2.5	\$39,134	\$44,088	\$46,617	\$49,148	\$36,809
3.0	\$40,632	\$45,941	\$48,478	\$51,004	\$38,150
3.5	\$42,130	\$47,799	\$50,331	\$52,861	\$39,504
4.0	\$43,625	\$49,654	\$52,186	\$54,714	\$40,850
4.5	\$45,119	\$51,507	\$54,039	\$56,571	\$42,200
5.0	\$46,617	\$53,362	\$55,891	\$58,423	\$43,549
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9.5	\$59,208	\$69,024	\$71,518	\$74,010	\$54,858
10.0	\$60,683	\$70,854	\$73,348	\$75,839	\$56,182

HPEA

Sports Programs			
Fall 15/16	Salary	Minus 20%	Savings
Head Football	6,490	5,192	1,298
Asst. Football Football (Nick)	4,730	3,784	946
Asst. Football Football (Chris)	3,850	3,080	770
JV Football (Chris L.)	3,850	3,080	770
JV Football (Chris M.)	3,850	3,080	770
Head Soccer	4,730	3,784	946
JV Soccer?			
Head Volleyball	5,500	4,400	1,100
JV Volleyball	3,080	2,464	616
Freshmen Volleyball (Doug B.)	4,620	3,696	924
Head Cross Country	4,620	3,696	924
Head Tennis?	4,620	3,696	924
Head Cheerleading	2,800	2,240	560
JV Cheerleading	1,700	1,360	340
		minus 60%	
Fall Supervisor Stipend	7,000	2,800	4,200
Total Savings Fall		at 20%	15,088.00
		plus .42%	6,336.96
			21,424.96
Spring 14/15	Salary	minus 20%	Savings
Head Baseball	5,500	4,400	1,100
JV Baseball	4,620	3,696	924
Head Softball	5,500	4,400	1,100
JV Softball	4,620	3,696	924
Head Soccer	5,500	4,400	1,100
JV Soccer	4,620	3,696	924
Head Track	5,500	4,400	1,100
Asst. Track	3,500	2,800	700
Head Tennis	4,620	3,696	924
Head Golf	4,620	3,696	924
		minus 57%	
Spring Supervisor Stipend	3,500	1,500	2,000
Total Savings Spring		at 20%	\$11,720
		plus .42%	4,922.40
			16,642.40
Winter 15/16	Salary	Minus 20%	Savings
Head Basketball	6,490	5,192	1,298
JV Basketball	3,850	3,080	770
Head Basketball (girls)	4,730	3,784	946
JV Basketball (girls)	3,850	3,080	770
Head Wrestling	5,610	4,488	1,122
Asst. Wrestling	4,730	3,784	946
Head Swimming	5,500	4,400	1,100
Head Cheerleading	3,850	3,080	770
JV Cheerleading	3,080	2,464	616
Head Bowling	4,620	3,696	924
		minus 60%	
Winter Supervisor Stipend	7,000	2,800	4,200

Total Savings Winter		at 20%	13,462
		plus .42%	5,654.04
			19,116.04
Rough totals / projections without transportation costs or elimination of any sport or activity.			\$19,116.04
			\$21,424.96
		at 20%	\$16,642.40
			\$57,183.40