

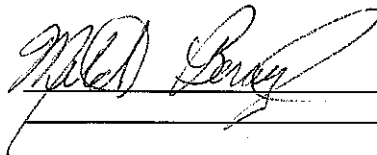
Tentative Agreement
School District for the City of Hazel Park and
American Federation of State, County and Municipal Employees (AFSCME),
Local 271, AFL-CIO
April 27, 2020

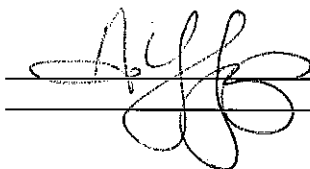
The circumstances leading to this tentative agreement are as follows. The parties currently have a collective bargaining agreement in effective through June 30, 2020. The District continues to operate under a revised Deficit Elimination Plan (DEP) subject of approval by the Michigan Department of Treasury. The parties are agreeable to entering into a successor collective bargaining agreement on the following terms.

The parties hereby agree follows:

1. The Salaries Schedule shall reflect a 1% on schedule increase, which is attached.
2. The District and the AFSCME agree to open up this agreement, November of 2020 after Child Count and the state funding is determined.
3. The District's contribution for health insurance shall be the State of Michigan statutory hard cap as may be applicable.

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.

 5-5-20

 5/5/20

School District of the City of Hazel Park
American Federation of State, County, and Municipal Employees
Local 271 AFL-CIO
Salary Schedule
2020/2021 Year
Increased by 1.0% over 2019/2020 for All Employees

Master Maintenance (Any Hire Date)

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$18.03	\$19.10	\$20.18	\$21.27	\$22.35
Weekly (40 hours)	\$721.20	\$764.00	\$807.20	\$850.80	\$894.00
Annual (2080 hours)	\$37,502.40	\$39,728.00	\$41,974.40	\$44,241.60	\$46,488.00
<u>Shift Differential:</u>					
Afternoon/Evening	\$0.05				
Midnight	\$0.10				

Employees Hired Before July 1, 2001

	<u>Master Maintenance</u>	<u>Skilled Maintenance</u>	<u>Head Engineer</u>	<u>Semi-Skilled</u>	<u>Head Custodian</u>
Hourly	\$22.35	\$20.24	\$19.70	\$19.55	\$19.11
Weekly (40 hours)	\$894.00	\$809.60	\$788.00	\$782.00	\$764.40
Annual (2080 hours)	\$46,488.00	\$42,099.20	\$40,976.00	\$40,664.00	\$39,748.80
	<u>Maintenance</u>	<u>Engineer</u>	<u>Truck Driver</u>	<u>Custodian</u>	<u>Bus Driver</u>
Hourly	\$18.76	\$19.11	\$18.58	\$18.33	\$20.27
Weekly (40 hours)	\$750.40	\$764.40	\$743.20	\$733.20	\$810.80
Annual (2080 hours)	\$39,020.80	\$39,748.80	\$38,646.40	\$38,126.40	\$42,161.60
<u>Shift Differential:</u>					
Afternoon/Evening	\$0.05				
Midnight	\$0.10				

**School District of the City of Hazel Park
American Federation of State, County, and Municipal Employees
Local 271 AFL-CIO
Salary Schedule
2020/2021 Year
Increased by 1.0% over 2019/2020 for All Employees**

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

Skilled Maintenance

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$16.09	\$16.24	\$16.41
Weekly (40 hours)	\$643.60	\$649.60	\$656.40
Annual (2080 hours)	\$33,467.20	\$33,779.20	\$34,132.80

Head Engineer

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$15.48	\$15.66	\$15.80
Weekly (40 hours)	\$619.20	\$626.40	\$632.00
Annual (2080 hours)	\$32,198.40	\$32,572.80	\$32,864.00

Semi-Skilled

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$15.40	\$15.55	\$15.70
Weekly (40 hours)	\$616.00	\$622.00	\$628.00
Annual (2080 hours)	\$32,032.00	\$32,344.00	\$32,656.00

Head Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$15.03	\$15.19	\$15.35
Weekly (40 hours)	\$601.20	\$607.60	\$614.00
Annual (2080 hours)	\$31,262.40	\$31,595.20	\$31,928.00

Maintenance

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.75	\$14.90	\$15.03
Weekly (40 hours)	\$590.00	\$596.00	\$601.20
Annual (2080 hours)	\$30,680.00	\$30,992.00	\$31,262.40

Engineer

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$15.03	\$15.19	\$15.35
Weekly (40 hours)	\$601.20	\$607.60	\$614.00
Annual (2080 hours)	\$31,262.40	\$31,595.20	\$31,928.00

Truck Driver

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.63	\$14.79	\$14.92
Weekly (40 hours)	\$585.20	\$591.60	\$596.80
Annual (2080 hours)	\$30,430.40	\$30,763.20	\$31,033.60

Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.38	\$14.54	\$14.67
Weekly (40 hours)	\$575.20	\$581.60	\$586.80
Annual (2080 hours)	\$29,910.40	\$30,243.20	\$30,513.60

Shift Differential:

Afternoon/Evening	\$0.05
Midnight	\$0.10

School District of the City of Hazel Park
American Federation of State, County, and Municipal Employees
Local 271 AFL-CIO
Salary Schedule
2020/2021 Year
Increased by 1.0% over 2019/2020 for All Employees

Employees Hired on or Before July 1, 2001, but before January 17, 2011

	<u>Bus Driver</u>		
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$15.91	\$16.07	\$17.68
Weekly (40 hours)	\$636.40	\$642.80	\$707.20
Annual (2080 hours)	\$33,092.80	\$33,425.60	\$36,774.40

	<u>Bus Maintenance/Garage Attendant</u>		
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
Hourly	\$14.75	\$14.90	\$15.03
Weekly (40 hours)	\$590.00	\$596.00	\$601.20
Annual (2080 hours)	\$30,680.00	\$30,992.00	\$31,262.40

Shift Differential:

Afternoon/Evening	\$0.05
Midnight	\$0.10

**School District of the City of Hazel Park
 American Federation of State, County, and Municipal Employees
 Local 271 AFL-CIO
 Salary Schedule
 2020/2021 Year
 Increased by 1.0% over 2019/2020 for All Employees**

Employees Hired After January 17, 2011

Skilled Maintenance

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$10.80	\$11.80	\$12.88	\$14.08	\$15.38
Weekly (40 hours)	\$432.00	\$472.00	\$515.20	\$563.20	\$615.20
Annual (2080 hours)	\$22,464.00	\$24,544.00	\$26,790.40	\$29,286.40	\$31,990.40

Head Engineer

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$10.80	\$11.75	\$12.78	\$13.89	\$15.10
Weekly (40 hours)	\$432.00	\$470.00	\$511.20	\$555.60	\$604.00
Annual (2080 hours)	\$22,464.00	\$24,440.00	\$26,582.40	\$28,891.20	\$31,408.00

Semi-Skilled

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$10.80	\$11.68	\$12.59	\$13.59	\$14.70
Weekly (40 hours)	\$432.00	\$467.20	\$503.60	\$543.60	\$588.00
Annual (2080 hours)	\$22,464.00	\$24,294.40	\$26,187.20	\$28,267.20	\$30,576.00

Head Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.90	\$11.16	\$11.87	\$12.99	\$14.37
Weekly (40 hours)	\$396.00	\$446.40	\$474.80	\$519.60	\$574.80
Annual (2080 hours)	\$20,592.00	\$23,212.80	\$24,689.60	\$27,019.20	\$29,889.60

Maintenance

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.90	\$10.81	\$11.81	\$12.90	\$14.09
Weekly (40 hours)	\$396.00	\$432.40	\$472.40	\$516.00	\$563.60
Annual (2080 hours)	\$20,592.00	\$22,484.80	\$24,564.80	\$26,832.00	\$29,307.20

Engineer

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.90	\$10.83	\$11.87	\$12.99	\$14.37
Weekly (40 hours)	\$396.00	\$433.20	\$474.80	\$519.60	\$574.80
Annual (2080 hours)	\$20,592.00	\$22,526.40	\$24,689.60	\$27,019.20	\$29,889.60

Truck Driver

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.90	\$10.79	\$11.76	\$12.82	\$13.98
Weekly (40 hours)	\$396.00	\$431.60	\$470.40	\$512.80	\$559.20
Annual (2080 hours)	\$20,592.00	\$22,443.20	\$24,460.80	\$26,665.60	\$29,078.40

Custodian

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$9.90	\$10.37	\$11.38	\$12.49	\$13.74
Weekly (40 hours)	\$396.00	\$414.80	\$455.20	\$499.60	\$549.60
Annual (2080 hours)	\$20,592.00	\$21,569.60	\$23,670.40	\$25,979.20	\$28,579.20

Bus Driver

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Hourly	\$16.16	\$16.41	\$16.67	\$17.17	\$17.68
Weekly (40 hours)	\$646.40	\$656.40	\$666.80	\$686.80	\$707.20
Annual (2080 hours)	\$33,612.80	\$34,132.80	\$34,673.60	\$35,713.60	\$36,774.40

Shift Differential:

Afternoon/Evening	\$0.05
Midnight	\$0.10