

**School District for the City of Hazel Park and
International Union of Operating Engineers, Local 324 – A,B,C,D,G,H,P,R,A,S – AFL-CIO
Tentative Agreement May 2020**

The circumstances leading to this tentative agreement are as follows. The parties currently have a collective bargaining agreement in effect through June 30, 2020. The District continues to operate under a revised Deficit Elimination Plan (DEP) 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.

The parties hereby agree as follows:

1. The term of the new collective bargaining agreement is for the period July 1, 2020, through June 30, 2021; however, notwithstanding anything to the contrary, it is understood that the compensation reductions or changes reflected in the Memoranda of Understanding/Tentative Agreements of 3-23-15, 4-27-16, 5-8-17, 4-10-18 and 6-17-19 shall remain in place except as otherwise provided in this agreement, and that there will be no step or other increases in compensation whatsoever after June 30, 2021, until the parties otherwise agree.
2. The current wage schedule in Schedule A shall reflect a 1% on-schedule increase, which is attached. There will no step or longevity movement, with the exception of the two bargaining members with seniority dates in 2013 who will be moved to the first step of the longevity schedule as of July 1, 2020.
3. The District's contribution for health insurance shall be the State of Michigan statutory hard cap as may be applicable.
4. The District and the IUOE agree to open up this agreement in November of 2020 after pupil enrollment for the District is determined along with the accompanying state funding.

All other terms in the expired collective bargaining agreement not addressed above or in the Memoranda of Understanding/Tentative Agreements will remain unchanged in the successor agreement, with the further understanding that dates will be updated as appropriate.

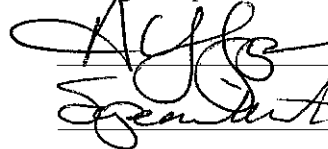
It is understood and agreed that this tentative agreement is contingent upon ratification by both parties.



Business Representative

6/23/2020

Date



6/19/2020

Date

**The School District of the City of Hazel Park
IUOE Salary Schedule
2020/2021**

	Base	1.0	2.0	3.0	4.0	5.0
Level 1						
Rate	16.35	17.28	18.63	19.30	19.77	20.61
10 Month (1680 hrs)	27,468.00	29,030.40	31,298.40	32,424.00	33,213.60	34,624.80
11 Month (1840 hrs)	30,084.00	31,795.20	34,279.20	35,512.00	36,376.80	37,922.40
12 Month (2080 hrs)	34,008.00	35,942.40	38,750.40	40,144.00	41,121.60	42,868.80
Level 2						
Rate	15.42	16.31	17.69	18.34	18.84	19.57
10 Month (1680 hrs)	25,905.60	27,400.80	29,719.20	30,811.20	31,651.20	32,877.60
11 Month (1840 hrs)	28,372.80	30,010.40	32,549.60	33,745.60	34,665.60	36,008.80
12 Month (2080 hrs)	32,073.60	33,924.80	36,795.20	38,147.20	39,187.20	40,705.60
Level 3						
Rate	14.51	15.46	16.86	17.40	18.04	18.55
10 Month (1680 hrs)	24,376.80	25,972.80	28,324.80	29,232.00	30,307.20	31,164.00
11 Month (1840 hrs)	26,698.40	28,446.40	31,022.40	32,016.00	33,193.60	34,132.00
12 Month (2080 hrs)	30,180.80	32,156.80	35,068.80	36,192.00	37,523.20	38,584.00
Level 4						
Rate	13.42	14.30	15.59	16.25	16.85	17.48
10 Month (1680 hrs)	22,545.60	24,024.00	26,191.20	27,300.00	28,308.00	29,366.40
11 Month (1840 hrs)	24,692.80	26,312.00	28,685.60	29,900.00	31,004.00	32,163.20
12 Month (2080 hrs)	27,913.60	29,744.00	32,427.20	33,800.00	35,048.00	36,358.40