

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

1. The term of the new collective bargaining agreement is for the period July 1, 2021, through June 30, 2023; 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, 6-17-19 and 5-2020 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, 2023, until the parties otherwise agree.

2. The parties to agree to modify Article IX.B as follows:

B. Any qualified bargaining unit ~~member~~ **employee** may apply for a vacancy. In filling vacancies, the Board agrees to give due weight to the background, attainments and skills of all applicants, the length of time each has been in the bargaining unit and other relevant factors. An applicant with less seniority shall not be awarded such position unless his/her qualifications shall be **substantially more than marginally** superior to applicants with greater seniority. Seniority for the purposes of this Agreement shall mean continuous employment within the bargaining unit. Persons accepting such promotions shall be allowed a probationary period of sixty (60) days. Notices of bid awards will be distributed from the Office of the Superintendent immediately after determination of assignment. All persons from the bargaining unit who bid on an advertised opening will receive acknowledgment of application.

3. There will be a new Article XIII, Section 5, as follows: **An absence, other than illness, on the day before or after a vacation or holiday will be subject to the approval of the Superintendent. Medical documentation by the employee may be requested by the Administration. This provision only applies to 12-month employees.**

4. With regard to staffing concerns, the Board welcomes Union input, but final staffing decisions are necessarily a District decision; this will be added as a topic of conversation to labor-management meeting agenda as provided below.

5. The parties agree to institute by-annual Labor Management meetings.

6. The parties agree to update the IOUE collective bargaining agreement signature page.

7. The parties agree to the following economic changes:

2021-22

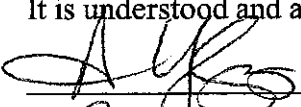
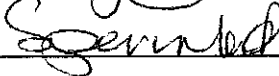
- a. No wage increase, but off-schedule signing/retention payment of \$1500 to those on top step of schedule, with \$500 paid first payroll following ratification; \$500 paid first payroll period in November, and \$500 paid at second pay period in June 2022.
- b. Restore steps to those eligible (must have been working and on payroll before February of the school year to earn step advancement)
- c. Restore longevity
- d. Vacation restored two days for 12-month employees only

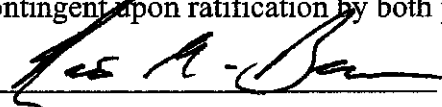
2022-2023

- a. 2.5% on schedule across the board
- b. Steps for all employees step eligible (must have been working and on payroll before February of the school year to earn step advancement)
- c. Vacation restored two days for 12-month employees only

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.

  
\_\_\_\_\_  
  
\_\_\_\_\_  
6/2/2021  
Date

  
\_\_\_\_\_  
1005 LOCK 324 Business Adv.  
\_\_\_\_\_  
6/2/2021  
Date

**The School District of the City of Hazel Park  
IUOE Salary Schedule  
2021/2022**

	Base	1.0	2.0	3.0	4.0	5.0
<b>Level 1</b>						
Rate	16.84	17.80	19.19	19.88	20.36	21.23
10 Month (1680 hrs)	28,291.20	29,904.00	32,239.20	33,398.40	34,204.80	35,666.40
11 Month (1840 hrs)	30,985.60	32,752.00	35,309.60	36,579.20	37,462.40	39,063.20
12 Month (2080 hrs)	35,027.20	37,024.00	39,915.20	41,350.40	42,348.80	44,158.40
<b>Level 2</b>						
Rate	15.88	16.80	18.22	18.89	19.41	20.16
10 Month (1680 hrs)	26,678.40	28,224.00	30,609.60	31,735.20	32,608.80	33,868.80
11 Month (1840 hrs)	29,219.20	30,912.00	33,524.80	34,757.60	35,714.40	37,094.40
12 Month (2080 hrs)	33,030.40	34,944.00	37,897.60	39,291.20	40,372.80	41,932.80
<b>Level 3</b>						
Rate	14.95	15.92	17.37	17.92	18.58	19.11
10 Month (1680 hrs)	25,116.00	26,745.60	29,181.60	30,105.60	31,214.40	32,104.80
11 Month (1840 hrs)	27,508.00	29,292.80	31,960.80	32,972.80	34,187.20	35,162.40
12 Month (2080 hrs)	31,096.00	33,113.60	36,129.60	37,273.60	38,646.40	39,748.80
<b>Level 4</b>						
Rate	13.82	14.73	16.06	16.74	17.36	18.00
10 Month (1680 hrs)	23,217.60	24,746.40	26,980.80	28,123.20	29,164.80	30,240.00
11 Month (1840 hrs)	25,428.80	27,103.20	29,550.40	30,801.60	31,942.40	33,120.00
12 Month (2080 hrs)	28,745.60	30,638.40	33,404.80	34,819.20	36,108.80	37,440.00

**The School District of the City of Hazel Park  
IUOE Salary Schedule  
2022/2023**

	Base	1.0	2.0	3.0	4.0	5.0
<b>Level 1</b>						
Rate	17.26	18.25	19.67	20.38	20.87	21.76
10 Month (1680 hrs)	28,996.80	30,660.00	33,045.60	34,238.40	35,061.60	36,556.80
11 Month (1840 hrs)	31,758.40	33,580.00	36,192.80	37,499.20	38,400.80	40,038.40
12 Month (2080 hrs)	35,900.80	37,960.00	40,913.60	42,390.40	43,409.60	45,260.80
<b>Level 2</b>						
Rate	16.28	17.22	18.68	19.36	19.90	20.66
10 Month (1680 hrs)	27,350.40	28,929.60	31,382.40	32,524.80	33,432.00	34,708.80
11 Month (1840 hrs)	29,955.20	31,684.80	34,371.20	35,622.40	36,616.00	38,014.40
12 Month (2080 hrs)	33,862.40	35,817.60	38,854.40	40,268.80	41,392.00	42,972.80
<b>Level 3</b>						
Rate	15.32	16.32	17.80	18.37	19.04	19.59
10 Month (1680 hrs)	25,737.60	27,417.60	29,904.00	30,861.60	31,987.20	32,911.20
11 Month (1840 hrs)	28,188.80	30,028.80	32,752.00	33,800.80	35,033.60	36,045.60
12 Month (2080 hrs)	31,865.60	33,945.60	37,024.00	38,209.60	39,603.20	40,747.20
<b>Level 4</b>						
Rate	14.17	15.10	16.46	17.16	17.79	18.45
10 Month (1680 hrs)	23,805.60	25,368.00	27,652.80	28,828.80	29,887.20	30,996.00
11 Month (1840 hrs)	26,072.80	27,784.00	30,286.40	31,574.40	32,733.60	33,948.00
12 Month (2080 hrs)	29,473.60	31,408.00	34,236.80	35,692.80	37,003.20	38,376.00