

The School District of the City of Hazel Park and the Hazel Park Education Association (HPEA)

Tentative Agreement 7-19-21

Article 4 add text in bold

... secretarial, custodial or **administrative** help except in case of emergency assignment.

Article 8.A add text in bold

A single salary schedule shall be maintained **(with the Center program 4% higher for increased length of work day)** and no differential in salary shall be allowed because of sex, marriage, or dependents.

Article 8.B change text in bold

Applicants with previous Hazel Park experience seeking reemployment after termination shall be credited with full previous Hazel Park experience but not to exceed **eight (8)**-years.

Article 8.C, change text in bold

Teaching experience at charter and private schools as well as experience recognized by the Michigan Retirement Act shall be credited not to exceed **eight (8) years, may be recommended to the Board by the Superintendent for credit on the salary schedule, when hired.** All teachers/ancillary staff now employed or previously employed by the Board shall have their total service in the Armed Forces credited with one regular annual salary increment for each year provided they have served a minimum of one (1) year with an honorable discharge. New teachers/ancillary staff employed shall be given one (1) regular salary increment for service, provided they have served a minimum of one (1) year in the Armed Forces with an honorable discharge.

Article 8.E add text in bold

Application for placement on a higher tract of the salary schedule shall be made by September 15 for the first semester, or February 15 for the second semester, of the school year. All credits toward a higher tract on the salary schedule shall be graduate semester hours or their equivalent in quarter hours. Any credit recognized by the university as credit toward a graduate degree shall also be accepted by the Board. **Submit letter of request for graduate credit lane change with official transcripts to the Human Resource Director.**

Article 8.E.1. Remove

Only applicable to teachers/ancillary staff hired on or before November 22, 2010

Article 8.E.3.a. Remove

Only applicable to teachers/ancillary staff hired on or before November 22, 2010

Article 8.E.3.b. Remove

Only applicable to teachers/ancillary staff hired on or before November 22, 2010

Article 8.F

A teacher/ancillary staff who does not possess a Provisional Certificate or a Permanent Certificate issued by the Michigan State Board of Education, shall be placed at the BA bottom step as defined by the Schedule A Salary Scale regardless of education level attained. It will be the responsibility of the teacher to attain a substitute permit at his/her own expense in order to continue employment.

Article 8 - New Item

All Viking Virtual Academy teachers will follow the salary schedule as outlined in the current CBA (i.e. VVA teachers will not be capped at Step 5.)

Article 8 - New Item

Teacher/Ancillary hourly salary rate shall be calculated by the following formula: Salary listed in Schedule A (step and lane) divided by 180 days and divided by 7 hours= hourly rate, for example: $\$70,560 \div 180 \text{ days} = \$392 \text{ daily rate} \div 7 \text{ hours} = \56 hourly rate

Article 9.New Item

With the mutual agreement of the counselor(s) and Superintendent, one or more school counselors may work five (5) days prior to the beginning of the school year and/or an additional five (5) days after the end of the school year. All days will be paid at the daily rate.

Article 9.New Item

With the mutual agreement of the nurse(s) and Superintendent, one or more school nurses may work five (5) days prior to the beginning of the school year and/or an additional five (5) days after the end of the school year. All days will be paid at the daily rate.

Article 9.B.5 change text in bold

It is further agreed that teachers will be required to attend an annual open-house type meeting, but that attendance at all PTA meetings shall be at the option of the teacher/ancillary staff. Sick leave for not attending the open-house type meeting will result in a **2.5** hour deduction from the member's sick bank.

Article 9.C change text in bold

All teachers and ancillary staff shall have a duty-free lunch period between the hours of **10:45 a.m. and 1 :45 p.m.** for a minimum of thirty-five (35) minutes.

Article 9.C New Item

Missed Prep Pay for Required Meetings: Both the Board and the Association recognize the value of teacher attendance at student related, curriculum, and/or committee meetings. However, such meetings that occur during the school day should not have an excessive impact on teacher planning time. If a teacher loses more than three (3) planning periods during a month in the school year for IEPs AND 504s, the teacher shall be compensated at the extra hourly rate, excluding special education teachers and ancillary staff.

Article 9.C. New Item

If required by the state for purposes of receiving full state aid under pupil accounting rules, the number of parent contacts required by the state will be documented and turned in via the district's chosen platform. All State-required information (such as date, and time, etc.) will be recorded by the teacher.

Article 9.C.5 change text in bold

The Board agrees to provide a minimum of one **hundred seventy five (175) minutes** per week planning and conference time for elementary teachers/ancillary staff for a full, five-day week of instruction; less than a full five-days of instruction shall be prorated. The time shall be scheduled on full days of instruction (i.e., excluding half days) to include thirty five (35) minute blocks of time no less than 1 per day. Time will be provided to the extent possible by the utilization of special subject teachers.

Article 9.F.3.A Add bolded text

Evening parent-teacher conferences are considered a half day of work. If a member calls in sick on a day that includes evening parent-teacher conferences, the personal sick bank of that person will be charged 1.5 days - which includes the full day of work and the evening conferences, **unless the member is able to attend conferences in the evening.** If a member has a conflict (college courses, personal business) and can be present for the school day and is not present for evening conferences, the personal sick bank will be charged 0.5 sick days and this will not count as personal business. School events, such as sporting events, are not subject to sick bank deduction. Teachers are not asked to make-up conferences in person, but do agree to follow up with parents who sign a sheet placed on the absent teacher's table.

Article 9.G.3. Professional Development:

The District shall provide a list of the scheduled Professional Development topics for the school year by the first day of school and **elective/special subject** areas may be allowed additional Teacher Choice PD day(s) if the scheduled Professional Development does not relate to the content area and are approved by the Curriculum Office. If HPEA members are creating the PD, they shall be paid the extra hourly rate to prepare (up to 5 hours) and approved by the Director of Curriculum. If there is a new curriculum, the District will endeavor to train on the curriculum during the school year on schedule PD days.

There shall be three (3) teacher choice days for the 2021-2022, 2022-2023 and 2023- 2024 school years, with the understanding that MLK teacher choice PD will be DEI based provided by the district OR from the approved curriculum list and shall be submitted to the curriculum director by December 1 for approval so it is aligned with the District DEI plan. Members shall be notified within 5 days and may submit another request if not approved. The request is considered approved if no response is received within 6 business days. Teacher choice PD days shall be determined in advance and scheduled on the calendar (Schedule C). Teachers must complete the required hours by the scheduled day and must have the PD approved by the Director of Curriculum in advance if not from the approved list. Approved curriculum: HP summer PD or PD offered after school, MEA, Michigan Virtual, Oakland Schools, and Professional organization conferences. All PD must have SCECH's and be logged into KALPA. Members that do not complete the PD by the day listed shall be docked a day's wages, unless medically unable to complete then they shall be docked a sick day.

Article 9.C.7. Emergency Substitute new text in bold

Teachers/ancillary staff shall not be asked to substitute for absent teachers except: 1) in the case of an emergency, 2) where needed to accommodate professional development for bargaining unit members, provided that the professional development was scheduled and entered at least fourteen (14) days in advance. An emergency shall be defined as a period of time when a teacher is unable to be at his/her teaching station and the administration has attempted and is unable to provide a substitute teacher. Insofar as is practical, substitution shall be rotated. Those teachers/ancillary staff required to substitute shall be paid at the extra hourly rate for each class period. **MTSS teachers shall be limited to emergency substitute no more than three (3) times or 15 hours per month and thereafter shall be paid the extra hourly rate for each hour.**

Article 10.A strike and replace with text in bold

The parties recognize that the availability of optimum school facilities for both student and **all employees teachers** is desirable to insure the high quality of education that is the goal of both the Association and the Board. They recognize further that facilities should be designed to meet the needs of the education program

Article 10.B.1 strike and replace with text in bold

An appropriately furnished room for the ~~exclusive~~ use of **all employees the staff.**

Article 10.B.2 Strike and remove from contract

~~A cot should be provided for the exclusive use of the teachers/ancillary staff: one (1) cot, elementary schools; two (2) cots, junior and senior high schools:~~

Article 11.New

Special Education class sizes shall not exceed guidelines set in place by the State of Michigan.

Article 11.C.New

Viking Virtual Academy class size:

- a) K-2: Enrollment roster maximum of 45 students; whenever enrollment exceeds 45 students, the teacher/ancillary staff shall be paid, at the end of each semester, \$200 per student in excess of 45
- b) 3-5: Enrollment roster maximum of 50 students; whenever enrollment exceeds 50 students, the teacher/ancillary staff shall be paid, at the end of each semester, \$200 per student in excess of 50
- c) 6-8: Enrollment roster maximum of 60 students; whenever enrollment exceeds 60 students, the teacher/ancillary staff shall be paid, at the end of each semester, \$100 per student in excess of 60
- d) 9-12: Enrollment roster maximum of 150 students; whenever enrollment exceeds 150 students, the teacher/ancillary staff shall be paid, at the end of each semester, \$50 per student in excess of 150
- e) It is further understood and agreed that ten school days will be allowed at the beginning of each semester to allow student enrollment to stabilize before a teacher qualifies for such payment for K-5, and at the end of the 10th week of the semester to allow student enrollment to stabilize before a teacher qualifies for such payment for grades 6-12.

Article 13.E.4 Change from \$27

Extra hourly rate: **\$35** per hour

Article 13.H.1 additional sentence added

Upon request, a list of tenured teachers shall be provided to the Union at the end of each school year, with their projected assignment for the following year if known.

Article 13.H.2 additional sentence added

Upon request, a list of probationary teachers shall be provided to the Union at the end of each school year, with their projected assignment for the following year, if known.

Article 22.B change to text in bold

Pay back criteria is **four (4)** ~~five (5)~~ days per year, per loan, if borrowed .

Article 23.A add text in bold

A one-time payment of \$500 will be made to members who provide written notice of their resignation/**retirement** for the following school year by April 1st, and for resignations/**retirement** occurring after the first month of a new school year, with ninety (90) days written notice of their separation date.

Article 23.D add text in bold

Payments for Terminal Leave payments under Paragraph B of this Article shall be made to a 403(b) OR 457 defined plan in the name of the bargaining unit member.

Article 27.F add text in bold

...staff members who do not otherwise retire under MSPERS during the months of June, July, August, September or **last work day** of October

Article 27.B change to text in bold

Long Term Disability: ~~480~~**120** calendar days -- modified fill

Article 27.B Change in Vision carrier

The parties agree that MESSA Preferred shall be offered in place of VSP-3 Gold for vision insurance for the 2021-22 school year (or as soon as such change in insurance can reasonably be accomplished) with the understanding that the District shall have the right to return such insurance coverage to VSP-3 Gold in years following 2021-22 in the event that MESSA Preferred becomes more expensive than VSP-3 Gold.

Article 28.E add text in bold

Teachers/Ancillary staff working in the extended school year program shall be paid at their daily rate on a per day basis **for a total of twenty (20) days.**

Items to refer to subcommittee / Professional Studies Committee

The District and HPEA will meet as a sub committee (Professional Studies Committee) to review Viking Virtual, as it relates to the educational program.

MEDIATOR'S ECONOMIC PROPOSAL 7-19-21

2021-22 (Three-year contract)

1. Step 11 increased .4 7% across all lanes
2. New Step 12 at 2.4 7% higher than current Step 11 (will be 2% higher than new Step 11)
3. Permit teachers/ancillary who have been actively employed by the District since the beginning of the second semester of the 2020-21 school year to move one step (i.e., teachers/ancillary hired since the start of the second semester would remain on their current step) (MOU workers' compensation).
4. Those teachers/ancillary frozen for 2.5 and 2 steps shall be given 1 full additional step (after above step movement described in #3).
5. Those teachers/ancillary frozen for 1.5 steps shall be given .5 additional step (after above step movement described in #3).
6. Professional development \$27/hour provision removed
7. Pay all HPEA bargaining unit members employed prior to the second semester of the 2020-21 school year and not on the top step of the salary schedule, a one-time off-schedule signing/retention bonus of \$1 500, to be paid as follows: \$750 by second pay period in November; \$750 in second pay period in June; members must be employed by the District on the date of payment to be eligible to receive the bonus
8. Pay all HPEA bargaining unit members employed prior to the second semester of the 2020-21 school year and on the top step of the salary schedule, a one-time off-schedule signing/retention bonus of 1 % (One Percent) of base annual salary, subject to proration for less than full time staff, to be paid as follows: .5% by second pay period in November; and .5% in second pay period in June; members must be employed by the District on the date of payment to be eligible to receive the bonus
9. Pay all HPEA bargaining unit members employed prior to the second semester of the 2020-21 school year and on the top step of the salary schedule, and who received an annual overall performance evaluation rating higher than Ineffective for the 2020-21 school year, a one-time merit stipend payment in the amount of \$1 500, to be paid as follows: \$750 by second pay period in November; \$750 in second pay period in June; members must be employed by the District on the date of payment to be eligible to receive the bonus; further, it is understood and agreed that the District is obligated to make MPSERS retirement contributions on such amounts.
10. Eliminate step 1.5 after all existing teachers/ancillary have been moved a step under Section 3 above; thus will only impact teachers/ancillary newly hired beginning the 2021-22 school year, who will be hired at Step 2

2022-23

1. New Step 13 at 2% higher than Step 12
2. Permit teachers/ancillary who have been actively employed by the District since the beginning of the second semester of the 2021-22 school year to move one step (i.e., teachers/ancillary hired since the start of the second semester would remain on their current step), with the exception of teachers at Step 12 being permitted to move to Step 13.
3. Those teachers/ancillary frozen for 2.5 and 2 steps prior to the 2020-21 school year shall be given 1 full additional step (after above step movement described in #2).
4. Those teachers/ancillary frozen for 1.5 steps prior to the 2020-21 school year shall be given .5 additional step (after above step movement described in #2).
5. Eliminate step 2 after all existing teachers/ancillary have been moved a step under Section 2 above; thus will only impact teachers/ancillary newly hired beginning the 2022-23 school year, who will be hired at Step 2.5

2023-24

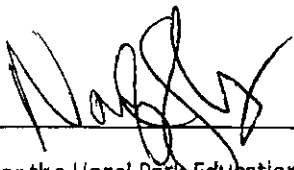
1. New Step 14 at 2.5% higher than Step 13
2. Permit teachers/ancillary who have been actively employed by the District since the beginning of the second semester of the 2022-23 school year to move one step (i.e., teachers/ancillary hired since the start of the second semester would remain on their current step), with the exception of teachers at Step 12 being permitted to move to Step 13, and teachers/ancillary at Step 13 being permitted to move to Step 14.
3. Those teachers/ancillary who steps were frozen prior to the 2020-21 school year, and have not had all of the steps frozen before the 2020-21 school year made up, will be given .5 additional step (after above step movement described in #2).

Additional items included:


- Schedule A - Salary Schedule
- Schedule B - Supplemental Pay
- Schedule C - Calendars: 2021-2022, 2022-2023 and 2023-2024
- MOU: two (2) additional staff meetings, scheduled on calendars CBA 2021-2024
- MOU: term "actively employed" CBA 2021-2024

All other terms in the collective bargaining agreement not addressed above will remain unchanged.

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



For the Hazel Park Education Association



For the Hazel Park Schools

**The School District of the City of Hazel Park HPEA
Non Center Program Salary Schedule
2021/2022**

Degree:	B.A.	B.A. +18	M.A.	M.A. +15	M. A. +30	M.A. +45	DR.	Non Degree
2	\$40,265	\$42,596	\$45,183	\$46,535	\$47,891	\$49,247	\$50,598	\$37,935
2.5	\$41,868	\$44,358	\$47,168	\$48,519	\$49,874	\$51,232	\$52,582	\$39,381
3	\$43,471	\$46,114	\$49,150	\$50,505	\$51,865	\$53,215	\$54,567	\$40,815
3.5	\$45,073	\$47,887	\$51,138	\$52,489	\$53,847	\$55,198	\$56,554	\$42,264
4	\$46,673	\$49,637	\$53,123	\$54,474	\$55,832	\$57,182	\$58,536	\$43,704
4.5	\$48,271	\$51,403	\$55,105	\$56,459	\$57,814	\$59,167	\$60,523	\$45,148
5	\$49,874	\$53,159	\$57,090	\$58,446	\$59,796	\$61,153	\$62,505	\$46,591
5.5	\$51,477	\$54,924	\$59,075	\$60,430	\$61,782	\$63,137	\$64,491	\$48,035
6	\$53,081	\$56,682	\$61,057	\$62,406	\$63,765	\$65,125	\$66,481	\$49,473
6.5	\$54,680	\$58,446	\$63,041	\$64,395	\$65,751	\$67,105	\$68,464	\$50,916
7	\$56,281	\$60,202	\$65,028	\$66,389	\$67,736	\$69,092	\$70,445	\$52,362
7.5	\$57,879	\$61,959	\$67,011	\$68,364	\$69,719	\$71,074	\$72,425	\$53,800
8	\$59,488	\$63,723	\$68,995	\$70,353	\$71,705	\$73,062	\$74,412	\$55,244
8.5	\$61,087	\$65,489	\$70,984	\$72,337	\$73,692	\$75,048	\$76,398	\$56,691
9	\$62,689	\$67,246	\$72,969	\$74,319	\$75,674	\$77,029	\$78,383	\$58,125
9.5	\$63,344	\$67,991	\$73,846	\$75,180	\$76,514	\$77,845	\$79,181	\$58,690
10	\$64,922	\$69,720	\$75,804	\$77,132	\$78,472	\$79,801	\$81,137	\$60,107
11	\$66,220	\$71,114	\$77,320	\$78,675	\$80,041	\$81,397	\$82,760	\$61,309
12	\$67,545	\$72,537	\$78,866	\$80,248	\$81,642	\$83,025	\$84,415	\$62,535

2022/2023

Adding a step 13 at 2% more than 12 and the elimination of step 2

Degree:	B.A.	B.A. +18	M.A.	M.A. +15	M. A. +30	M.A. +45	DR.	Non Degree
13	\$68,896	\$73,988	\$80,443	\$81,853	\$83,275	\$84,686	\$86,103	\$63,786

2023/2024

Adding a step 14 at 2.5% more than 13

Degree:	B.A.	B.A. +18	M.A.	M.A. +15	M. A. +30	M.A. +45	DR.	Non Degree
14	\$70,618	\$75,837	\$82,454	\$83,899	\$85,357	\$86,803	\$88,256	\$65,380

**The School District of the City of Hazel Park HPEA
Center Program Salary Schedule
2021/2022**

Degree:	B.A.	B.A. +18	M.A.	M.A. +15	M. A. +30	M.A. +45	DR.	Non Degree
2	\$41,876	\$44,300	\$46,990	\$48,396	\$49,807	\$51,217	\$52,622	\$39,452
2.5	\$43,543	\$46,132	\$49,055	\$50,460	\$51,869	\$53,281	\$54,685	\$40,956
3	\$45,210	\$47,959	\$51,116	\$52,525	\$53,940	\$55,344	\$56,750	\$42,448
3.5	\$46,876	\$49,802	\$53,184	\$54,589	\$56,001	\$57,406	\$58,816	\$43,955
4	\$48,540	\$51,622	\$55,248	\$56,653	\$58,065	\$59,469	\$60,877	\$45,452
4.5	\$50,202	\$53,459	\$57,309	\$58,717	\$60,127	\$61,534	\$62,944	\$46,954
5	\$51,869	\$55,285	\$59,374	\$60,784	\$62,188	\$63,599	\$65,005	\$48,455
5.5	\$53,536	\$57,121	\$61,438	\$62,847	\$64,253	\$65,662	\$67,071	\$49,956
6	\$55,204	\$58,949	\$63,499	\$64,902	\$66,316	\$67,730	\$69,140	\$51,452
6.5	\$56,867	\$60,784	\$65,563	\$66,971	\$68,381	\$69,789	\$71,203	\$52,953
7	\$58,532	\$62,610	\$67,629	\$69,045	\$70,445	\$71,856	\$73,263	\$54,456
7.5	\$60,194	\$64,437	\$69,691	\$71,099	\$72,508	\$73,917	\$75,322	\$55,952
8	\$61,868	\$66,272	\$71,755	\$73,167	\$74,573	\$75,984	\$77,388	\$57,454
8.5	\$63,530	\$68,109	\$73,823	\$75,230	\$76,640	\$78,050	\$79,454	\$58,959
9	\$65,197	\$69,936	\$75,888	\$77,292	\$78,701	\$80,110	\$81,518	\$60,450
9.5	\$65,878	\$70,711	\$76,800	\$78,187	\$79,575	\$80,959	\$82,348	\$61,038
10	\$67,519	\$72,509	\$78,836	\$80,217	\$81,611	\$82,993	\$84,382	\$62,511
11	\$68,869	\$73,959	\$80,413	\$81,822	\$83,243	\$84,653	\$86,070	\$63,762
12	\$70,247	\$75,438	\$82,021	\$83,458	\$84,908	\$86,346	\$87,792	\$65,036

2022/2023

Adding a step 13 at 2% more than 12 and the elimination of step 2

Degree:	B.A.	B.A. +18	M.A.	M.A. +15	M. A. +30	M.A. +45	DR.	Non Degree
13	\$71,652	\$76,947	\$83,661	\$85,127	\$86,606	\$88,073	\$89,547	\$66,337

2023/2024

Adding a step 14 at 2.5% more than 13

Degree:	B.A.	B.A. +18	M.A.	M.A. +15	M. A. +30	M.A. +45	DR.	Non Degree
14	\$73,443	\$78,871	\$85,753	\$87,255	\$88,771	\$90,275	\$91,786	\$67,996

**School District of the City of Hazel Park
Schedule B
Supplemental Pay**

Sixty (60) days before the start of all future seasons, any HPEA member interested in a Schedule B coaching position currently held by a non-HPEA member, must notify the Athletic Director and Association President in writing of their interest in the specific coaching position. Once notification is received by the Athletic Director, the position will be posted immediately (seven calendar days). All potential candidates will then be interviewed and the person who is most qualified will be awarded the position.

If an HPEA member retires, and that member has held a coaching position within the district, that position must be posted immediately (seven school calendar days). In the event that the qualifications of coaching candidates are deemed equal between an HPEA member and nonmember, the position will be awarded to the HPEA member.

Coaching Salary Schedule

<u>*YEARS EXP.</u>	<u>COACHING POSITION CATEGORY</u>				
	1	2	3	4	5
YEARS 1 - 3	\$1870	\$2420	\$3388	\$4235	\$5203
YEARS 4 - 6	\$2530	\$3080	\$4114	\$5203	\$6171
7 YEARS & UP	\$3190	\$3850	\$5082	\$6050	\$7139

*Years of experience would be based on coaching experience in general and not teaching years of experience. Coaching experience outside of the Hazel Park School District will be considered.

Coaching positions reflect regularly scheduled practice sessions after school and competitions for the entire season.

If the season is extended into play-offs league, regional, district or state then additional compensation will be awarded of \$100. for each level.

If the season is extended and earns a league, regional, district or state championship title then a \$500. bonus will be awarded for each title.

If the season is shortened due to unforeseeable circumstances a prorated amount will be given, based on the percentage completed and shall be no lower than 25% of the stipend amount

All Schedule B coaching positions will have an annual evaluation. Positions will be posted annually, beginning January 2022.

The coaching positions reflect a 10% increase in each category in the 2021-2024 CBA.

Senior High Coaches**Fall Season**

Head Football	5
Assistant Varsity Football	4
JV Football	4
Head Soccer	4
JV Soccer	3
Head Swimming	4
Head Volleyball	4
JV Volleyball	3
Freshman Volleyball	3
Head Cross Country	3
Head Tennis	3
Head Golf	3
Head Cheerleading	4
JV Cheerleading	3

Winter Season

Head Basketball	5
JV Basketball	4
Freshman Basketball	3
Head Wrestling	5
Assistant Wrestling	4
Head Swimming	4
Head Cheerleading	4
JV Cheerleading	3
Head Bowling	3

Spring Season

Head Baseball	4
JV Baseball	3
Head Softball	4
JV Softball	3
Head Soccer	4
JV Soccer	3
Head Track	4
Assistant Track	3
Head Tennis	3
Head Golf	3

Junior High Coaches**Fall Season**

Football	2
Basketball	1
Cross Country	1

Winter Season I

Basketball	1
Volleyball	1
Cheerleading	1

Winter Season II

Swimming	1
Wrestling	1

Spring Season

Baseball	1
Softball	1
Track	1

Non-Coaching

Sixty (60) days before the start of the school year, any HPEA member interested in a Schedule B non coaching position currently held by a non-HPEA member, must notify the Human Resource Director and Association President in writing of their interest in the specific position. Once notification is received by the HR Director, the position will be posted immediately (seven calendar days). All potential candidates will then be interviewed and the person who is most qualified will be awarded the position.

If an HPEA member retires, and that member has held a non-coaching position within the district, that position must be posted immediately (seven school calendar days). In the event that the qualifications of candidates are deemed equal between an HPEA member and non-member, the position will be awarded to the HPEA member.

All Schedule B non-coaching positions will have an annual evaluation. Positions will be posted annually, beginning January 2022.

Non-Coaching Salary Schedule

Names will be submitted to Payroll by September 30th or when position is filled and pay will be prorated thereafter.

Senior High Band Director	\$5,000.
Junior High Band Director	\$3,000.
Drama Coach	\$5,500
Senior High Vocal Director	\$1,700 (or \$3,500 with musical/competitions)
Junior High Vocal Director	\$1,700.
Board of Directors Advisor	\$2,100.
Student Council Advisor Jr. High (1)	\$1,500. (or \$500 per grade)
NHS Advisor	\$1,500.
Senior Class Advisor	\$1000
Junior Class Advisor	\$1000
Sophomore Class Advisor	\$450.
Freshman Class Advisor	\$450.
Elementary Safety Patrol	\$1,000.
Elementary Service Squad	\$1,000.
Elementary Vocal (per school)	\$500.
STEAM HS/JHS	\$1,500. per semester (per club)
STEAM Elementary	\$750. per semester (per club)
HS Newspaper (when not held as a course)	\$1,500.
JHS Yearbook	\$750.
Yearbook Elementary	\$750.
BN High School	\$800. each (6 or divided equally)
BN Junior High	\$800. each (6 or divided equally)
BN Elementary School	\$800. each (6 or divided equally)
Mentor to new hires (or new subject/grade)	\$300. per mentee
Jardon Camp (entire trip)	\$240. + Friday off after camp
5th grade Camp coordinator (all 3 schools)	\$300.
5th grade Camp food coordinator	\$300.
5th grade Camp (entire trip)	\$240. + Friday off after camp
Curriculum Writers	\$2,000.
Head Social Worker	\$2,000.
CTE Leads (3):	\$1,000.
Curriculum Council	\$1,000.
New Club's	\$200.

Use of Personal Vehicle

The IRS rate shall be reimbursed for use of personal vehicle.

Positions added to the non-coaching schedule in 2021-2024 CBA include: School store, Curriculum Writers, Head Social Worker, CTE Leads, Curriculum Council and New Clubs.

Addendum: Schedule B- Non Coaching

Stipends are for work outside of the Schedule C work days and hours.

Senior Band Director: Practice sessions before or after school, competitions and performances and Instrument maintenance and inventory.

Junior High Band Director: Marching Band practice sessions before or after school, competitions, performances after school and instrument maintenance and inventory.

Drama Coach: fall play and spring musical, practice sessions and performances

Senior High Vocal Director: Full stipend if includes musical and competitions otherwise for performances after school

Junior High Vocal Director: for performances after school

Board of Directors: Meetings before school and planning of, Homecoming, spirit activities and Freshman orientation (spring)

Student Council Advisor Junior High Meetings before or after school and planning of spirit activities

NHS advisor meetings and volunteer activities before or after school

Senior Class Advisor meetings and activities before or after school, required: senior banquet, and car parade and assist principal with class day and graduation

Junior Class Advisor meetings and spirit activities before or after school, required: prom

Sophomore Class Advisor: meetings and spirit activities before or after school

Freshman Class Advisor: meetings and spirit activities before or after school

Elementary Safety Patrol coordinates safeties before and after school

Elementary Service Squad coordinates students to help teachers before or after school

Elementary Vocal: two performances after school for their assigned building

STEAM HS/JHS: competitions and events after school/Robotics

STEAM Elementary: sponsors after school STEAM club/First Robotics

HS Newspaper (when not held as a course) before or after school meetings to create 3 newspapers per year

JHS Yearbook: creates a yearbook

Yearbook Elementary: creates a yearbook

BN High School Bi-weekly meetings before / after school regarding building specific issues

BN Junior High School Bi-weekly meetings before / after school regarding building specific issues

BN Elementary School Bi-weekly meetings before / after school regarding building specific issues

Mentor to new hires (or new subject/grade) meet twice a month

Jardon Camp (entire trip) staying and working camp

5th grade Camp coordinator (all 3 schools): Coordinates camp for all 3 elementary schools

5th grade Camp food coordinator: Purchases food and plans meals for all 3 elementary schools

5th grade Camp (entire trip): staying and working camp

School store (where applicable): work performed for stocking and operating the store before or after school hours

Curriculum Writers: Assess curriculum monthly during school year and revise as needed and summer work.

Head Social Worker: That one (1) day of release time will be placed into the head social Worker's schedule that is developed by the District. This time of release is meant to attend to the needs of other Social Workers, Families, Students, and Administration throughout Hazel Park Schools. The stipend is meant for meetings and work that occur outside of the contractual hours. It is understood that the head social worker will not work in an evaluation capacity for his/her peers.

CTE Leads (3) K-5, 6-8, 9-22 : Helps facilitate the CTE plan for the district, including Career Day

Curriculum Council: Staff from each level will apply to participate annually on the guiding curriculum council that will discuss curriculum work and instructional practices in the district. This also may include but not be limited to professional development and resources needed within the schools. Meetings will happen at a minimum on a monthly basis 12 months of the year.

New Clubs: Through approval of the principal and HR Director, new clubs will be considered and current clubs not sponsored may also be included.

**School District of the City of Hazel Park
Schedule C
School Calendar 2021-2022**

Monday	August 30, 2021	Professional Development Day 5 hrs, 8-11 PD, 11-12 lunch, 12-2 PD, building staff meeting 2-3pm
Tuesday	August 31	Professional Development Day 5 hrs, 8-11 PD, 11-12 lunch, 12-2 PD
Wednesday	September 1	Half day first day of school - All schools begin p.m. with teacher prep a.m.
Friday	September 3-6	Labor Day Holiday - No School
Wednesday	September 29	All schools Half Day a.m.- *Records p.m. - first quarter ends October 1
Thursday	October 7	Half Day High School conferences a.m. & p.m.
Thursday	October 28	All schools Half Day a.m.- *Records p.m. - mid semester, 10 week marking period ends October 29
Tuesday	November 2	Professional Development Day 5 hrs, 8-11 PD, 11-12 lunch, 12-2 PD *building staff meeting 2-3 MOU
Thursday	November 4	Half Day Junior High School Conferences
Thursday	November 11	Half Day Elementary + Center Program - Conferences
Wednesday	November 24	<u>Teacher choice PD</u> approved by Curriculum Director in advance 5 hrs***
Thursday-Friday	Nov 25 -28	Thanksgiving Holiday Break - No School
Friday	December 17	Half Day a.m. - Holiday recess begins p.m.
Monday	January 3, 2022	Classes resume
Monday	January 17	<u>Teacher choice PD</u> provided by District <u>OR from approved list of PD in advance 5 hrs* DEI based****</u>
Friday	January 21	All schools Half Day a.m.- *Records p.m. End of first semester
Monday	January 24	All schools Half Day a.m.- *Records p.m.- Begin 2nd semester
Friday	February 18	All schools Half Day a.m. - Winter Recess begins p.m.
Monday	February 28	Classes resume
Wednesday	March 2	All schools Half Day a.m.- *Records p.m. - first quarter ends March 4
Thursday	March 10	High School full day- plus p.m. (only) Conferences
Thursday	March 24	Elementary and Center Program Half Day students in a.m. + *Records in p.m.
Friday	March 25	Half Day a.m. - Spring Recess begins p.m. 10 week marking period ends
Monday	April 4	Classes resume
Thursday	April 7	Junior High - Half Day Conferences a.m. & p.m.
Wednesday	April 13	High School SAT testing Half Day (Juniors until 12:45 p.m.)
Wednesday	April 13	Elementary & Center Half Day students and Conferences a.m. & p.m.
Friday	April 15	<u>***Teacher choice PD</u> approved by Curriculum Director in advance 5 hrs***
Tuesday	May 24	Professional Development Day 5 hrs, 8-11 PD, 11-12 lunch, 12-2 PD*building staff meeting 2-3 MOU
Friday	May 27	Half Day a.m. - Holiday recess begins p.m.
Tuesday	May 31	School resumes
Thursday	June 9	All schools Half Day a.m.- *Records p.m.
Friday	June 10	All schools Half Day a.m.- *Records p.m. - End 2 nd semester

* Teacher / Ancillary staff may work from home on all records days

****Elementary Schools****

Full Day 8:10 a.m. - 3:10 p.m.
Half Day 8:10 a.m. - 11:20 a.m.
Elementary conference: 12:30-3:00 p.m. & 5:00-7:30 p.m.

****Junior High****

7:55 a.m. - 2:55 p.m.
7:55 a.m. - 11:05 a.m.
12:30-3:00pm & 4:30-7:00 p.m.

****High School****

7:40 a.m. - 2:40 p.m.
7:40 a.m. - 10:50 a.m.
12:30-3:00 pm & 4:30-7:00 p.m.

****Staff reports 10 minutes prior to and after student dismissal times.**

****All Teacher Choice PD must be completed by the day assigned.**

******MLK Day Teacher Choice PD must be DEI based and aligned with District DEI plan**

Center Program

Full 7:40 a.m. - 3:10 p.m.
Half Day 7:40 a.m. - 11:10 a.m.
Center Conferences: 1:00-3:00pm & 4:00-6:00 p.m.

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**School District of the City of Hazel Park
Schedule C
School Calendar 2022-2023**

Monday	August 29, 2022	Professional Development Day 5 hrs, 8-11 PD, 11-12 lunch, 12-2 PD, building staff meeting 2-3pm
Tuesday	August 30	Professional Development Day 5 hrs, 8-11 PD, 11-12 lunch, 12-2 PD
Wednesday	August 31	Half day first day of school - All schools begin p.m. with teacher prep a.m.
Friday-Monday	September 2-5	Labor Day Holiday - No School
Thursday	September 29	All schools Half Day a.m.- *Records p.m - first quarter marking period ends September 30
Thursday	October 13	Half day High school - conferences a.m. and p.m.
Monday	October 31	All schools Half Day a.m.- *Records p.m - midway through semester 10th week ends Nov 4
Tuesday	November 8	Professional Development Day 5 hrs, 8-11 PD, 11-12 lunch, 12-2 PD building staff meeting 2-3 MOU
Thursday	November 10	Half Day Junior High School Conferences
Thursday	November 17	Half Day Elementary + Center Program - Conferences
Wednesday	November 23	***PD-teacher choice PD approved by Curriculum Director in advance 5 hrs**
Thursday-Friday	Nov 24 -25	Thanksgiving Holiday Break - No School
Friday	December 23	Half day a.m. - Holiday recess begins p.m.
Monday	January 9, 2023	Classes resume
Monday	January 16	****MLK DAY PD teacher choice PD approved by Curriculum Director in advance 5 hours
Friday	January 20	All schools Half day a.m.*Records p.m, end of 1st semester
Monday	January 23	Begin 2nd semester All schools Half Day a.m.- *Records p.m
Friday	February 17	Half day a.m. - Winter Recess begins p.m.
Monday	February 27	Classes resume
Friday	March 3	All schools Half Day a.m.- *Records p.m. - first quarter marking period ends
Thursday	March 9	High School Conferences - full day - conferences p.m. only
Friday	March 24	Half day a.m. - Spring Recess begins p.m
Monday	April 3	Classes resume -
Friday	April 7	*** PD teacher choice PD approved by Curriculum Director in advance 5 hours
Tuesday	April 11	All schools half day *Records p.m. High School SAT testing--10 week marking period ends 4/14
Thursday	April 20	Junior High full day - conferences- p.m. only
Thursday	April 27	Half Day Elementary + Center conference a.m. and p.m.
Thursday	May 4	Professional Development Day 5 hrs, 8-11 PD, 11-12 lunch, 12-2 PD building staff meeting 2-3 MOU
Friday	May 26	Half day a.m. - Holiday recess begins p.m.
Tuesday	May 30	School resumes
Thursday	June 8	All Schools - Students Half day a.m. - *Records p.m.
Friday	June 9	All schools - Students Half day a.m. - End 2 nd semester- *Records p.m. * Teacher / Ancillary staff may work from home on all records days

****Elementary Schools**

Full Day 8:10 a.m. - 3:10 p.m.
Half Day 8:10 a.m. - 11:20 a.m.
Elementary conference: 12:30-3:00 p.m. & 5:00-7:30 p.m

****Junior High**

7:55 a.m. - 2:55 p.m.
7:55 a.m. - 11:05 a.m.
12:30-3:00pm & 4:30-7:00pm

****High School**

7:40 a.m. - 2:40 p.m.
7:40 a.m. - 10:50 a.m.
12:30-3:00 pm & 4:30-7:00pm

****These buildings staff report for 10 minutes prior to and after student dismissal times.**

***** All Teacher Choice PD (TCPD) must be completed prior to the TCPD day listed.**

******TCPD on MLK day must be aligned with the District DEI plan**

Center Program

Full 7:40 a.m.- 3:10 p.m.
Half Day 7:40 a.m. - 11:10 a.m.
Center Conferences: 1:00-3:00pm & 4:00-6:00 p.m.

**School District of the City of Hazel Park
Schedule C
School Calendar 2023-2024**

Monday	August 28, 2023	Professional Development Day 5 hrs, 8-11 PD, 11-12 lunch, 12-2 PD, building staff meeting 2-3pm
Tuesday	August 29	Professional Development Day 5 hrs, 8-11 PD, 11-12 lunch, 12-2 PD
Wednesday	August 30	Half day first day of school - All schools begin p.m. with teacher prep a.m.
Friday-Monday	September 1-4	Labor Day Holiday - No School
Monday	September 25	**PD -teacher choice PD approved by Curriculum Director in advance 5 hrs
Thurs.	Sept. 28	All schools Half Day a.m.- *Records p.m. - first quarter marking period ends September 29th
Thursday	October 12	Half day High school - conferences a.m. and p.m.
Tuesday	October 31	All schools Half Day a.m.- *Records p.m. - midway through semester 10th week ends Nov 3
Tuesday	November 7	Professional Development Day 5 hrs, 8-11 PD, 11-12 lunch, 12-2 PD building staff meeting 2-3 MOU
Thursday	November 9	Half Day Junior High School Conferences
Thursday	November 16	Half Day Elementary + Center Program - Conferences
Wednesday	November 22	**PD -teacher choice PD approved by Curriculum Director in advance 5 hrs
Thursday-Friday	Nov 23 -24	Thanksgiving Holiday Break - No School
Friday	December 22	Half day a.m. - Holiday recess begins p.m.
Monday	January 8, 2024	Classes resume
Monday	January 15	***PD teacher choice PD approved by Curriculum Director in advance 5 hours, DEI
Friday	January 19	All schools Half Day a.m.- *Records p.m. - end of 1st semester
Monday	January 22	All schools Half Day a.m.- *Records p.m. - Begin 2nd semester
Friday	February 16	Half day a.m. - Winter Recess begins p.m.
Monday	February 26	Classes resume
Friday	March 8	All schools Half Day a.m.- *Records p.m. - first quarter marking period ends March 8
Thursday	March 14	High School Conferences - full day p.m. only conferences
Friday	March 22	Half day a.m. - Spring Recess begins p.m.
Monday	April 1	Classes resume -
Tuesday	April 9	All schools Half Day a.m.- *Records p.m. High School SAT testing-10 week marking period 4/12
Thursday	April 18	Junior High full day - conferences- p.m. only
Thursday	April 25	Half Day Elementary + Center conference a.m. and p.m.
Thursday	May 16	Professional Development Day 5 hrs, 8-11 PD, 11-12 lunch, 12-2 PD building staff meeting 2-3 MOU
Friday	May 24	Half day a.m. - Holiday recess begins p.m.
Tuesday	May 28	School resumes
Thursday	June 6	All Schools - Students Half day a.m. - *Records p.m.
Friday	June 7	All schools - Students Half day a.m. *Records p.m.- End 2 nd semester

* Teacher / Ancillary staff may work from home on all records days

****Elementary Schools.**

Full Day 8:10 a.m. - 3:10 p.m.
Half Day 8:10 a.m. - 11:20 a.m.
Elementary conference: 12:30-3:00 p.m. & 5:00-7:30 p.m

****Junior High**

7:55 a.m. - 2:55 p.m.
7:55 a.m. - 11:05 a.m.
12:30-3:00pm & 4:30-7:00 p.m.

****High School**

7:40 a.m. - 2:40 p.m.
7:40 a.m. - 10:50 a.m.
12:30-3:00 pm & 4:30-7:00 p.m.

****Staff reports for 10 minutes prior to and after student dismissal times.**

*****All teacher choice PD must be completed by the TCPD day listed.**

****** MLK Day TCPD must be aligned with the District DEI plan.**

Center Program

Full 7:40 a.m.- 3:10 p.m.
Half Day 7:40 a.m. - 11:10 a.m.
Center Conferences: 1:00-3:00pm & 4:00-6:00 p.m.

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The School District of the City of Hazel Park
and Hazel Park Education Association
Memorandum of Understanding

July 19, 2021

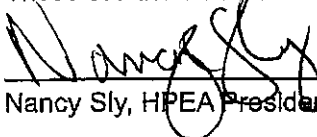
Re: 2021-2024 CBA Financial

This Memorandum of Agreement between The School District of the City of Hazel Park (School District) and the Hazel Park Education Association (HPEA) shall serve as the mutually agreed upon terms for financial items in relation to the term "actively employed":

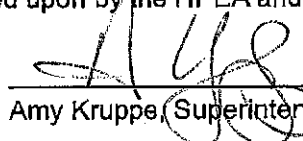
For the duration of the Collective Bargaining Agreement 2021-2024, the term "actively employed" shall include any member on worker's compensation leave.

The parties further agree that this is a non-precedent setting agreement which automatically expires June 30th, 2024.

These are the terms that have been mutually agreed upon by the HPEA and the School District.



Nancy Sly, HPEA President



Amy Kruppe, Superintendent

The School District of the City of Hazel Park
and Hazel Park Education Association
Memorandum of Understanding

July 19, 2021

Re: Article 9 Teaching Hours, Work Day and Week

This Memorandum of Agreement between The School District of the City of Hazel Park (School District) and the Hazel Park Education Association (HPEA) shall serve as the mutually agreed upon terms relative to Article 9. B. 1 staff meetings:

The Administration may determine to have as many as eight (8) regularly scheduled full staff meetings to deal with curriculum and programs on a periodic basis.

For the term of the Collective Bargaining Agreement 2021-2024 the District may have an additional two (2) staff meetings that have been added to Schedule C- Calendar for the 2021-2022, 2022-2023 and 2023-2024 agreed upon calendars, with three scheduled full staff meetings listed, to total ten (10) meetings each year. The District has a remaining seven full staff meetings to schedule for calendars 2021-2022, 2022-2023 and 2023-2024.

The parties further agree that this is a non-precedent setting agreement which automatically expires June 30th, 2024.

These are the terms that have been mutually agreed upon by the HPEA and the School District.



Nancy Sly, HPEA President



Amy Kruppe, Superintendent

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