

Tentative Agreement
School District for the City of Hazel Park and
American Federation of State, County and Municipal Employees (AFSCME),
Local 271, AFL-CIO
June 13, 2023

The circumstances leading to this tentative agreement are as follows. The Parties currently have a collective bargaining agreement in effect through June 30, 2023. The parties are agreeable to entering into a successor collective bargaining agreement on the following terms and as set forth below in the attachments. The changes below and in the attachments shall be incorporated into the new agreement. The parties agree to drop any proposals and/or demands regarding the successor agreement that have not otherwise been agreed to as set forth below.

The Parties agree to enter into a three-year collective bargaining agreement for the 2023-24, 2024-25, and 2025-2026 school years with an expiration date of June 30, 2026.

1. It is understood that when the District is interviewing for a maintenance position, current employees interested in the position will be interviewed, but the District reserves the right to hire the best qualified applicant in District or outside the bargaining unit.
2. The bus driver shall be provided with two additional professional development days outside of the current mandatory days.
3. Bus drivers shall be given the first opportunity to do summer work for available positions to be paid at an hourly rate that is one dollar (\$1.00) less than the custodian hourly rate.
4. See attached financial tentative agreement beginning July 1, 2023, through June 30, 2026. In addition, a new retention bonus provision shall be added that provides as follows:

Retention Bonus

Employees completing the years of continuous service with the District as indicated below as of the last day of the school year in June will be paid a retention bonus in the last payroll period of June. Example: An employee completing 14 years of service with the District by the last day of June 2023 will be paid a retention bonus of \$950 in the last payroll period of June 2023.

YEARS OF SERVICE	RETENTION BONUS
5 YEARS	\$350
6 - 10 YEARS	\$650
11-15 YEARS	\$950
16-20 YEARS	\$1,150
21+ YEARS	\$1,500

5. See attached Union Tentative Agreement #1.

6. See attached Union Tentative Agreement #2.

7. Notwithstanding anything in the collective bargaining agreement to the contrary, vacation days and sick leave days for bargaining unit members shall be front loaded as of July 1st, with the understanding that should the bargaining unit member terminate employment before the end of the school year (June 30th) the days shall be pro-rated and days taken in excess of those earned shall be deducted from the employee's last salary and shall otherwise be reimbursed to the District. New employees who start after July 1st shall have their days front loaded on a pro-rated basis, with the same understanding that should the bargaining unit member terminate employment before the end of the school year (June 30th) the days shall be pro-rated and days taken in excess of those earned shall be deducted from the employee's last salary and shall otherwise be reimbursed to the District.

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.


For AFSCME:



Marie Aguerre

Date 6-13-2023

For the District:



Jean Guin

Date 6-13-23

Peter Wright 6-13-2023

Nancy Mutsch 6-13-2023

Tiffany Brew 6/13/2023

Celia Boswell 6-13-23

Don Bean 6-13-23

Jean Guin 6/13/23

Union Tentative Agreement #1

Nancy Murrath
Celia Baswell
John Wright
Don Zea

T/A Union: *[Signature]* Date: 5-25-2023
T/A Union: *[Signature]* Date: 5-25-2023
T/A Employer: *[Signature]* Date: 5-25-2023
T/A Employer: *[Signature]* Date: 5-25-2023

**AFSCME LOCAL #271
HAZEL PARK BOARD OF EDUCATION
MAY 12, 2023**

The Union reserves the rights to delete from, add to, modify and revise these proposals

ARTICLE 11

WORKING DAYS, HOURS, YEAR, OVERTIME

New Language

Add Transportation to Saturday and Sunday overtime language at 1 ½ times rate of pay.

ARTICLE 12

HOLIDAYS

New Language

All scheduled summer Transportation employees shall be paid 4th of July holiday.

Union Tentative Agreement #2

Dancy Munchen
Chia Bastwell
Patrick Collette
Don Bon

T/A Union: *[Signature]* Date: 5-25-2023
T/A Union: *[Signature]* Date: 5-25-2023
T/A Employer: *[Signature]* Date: 5-25-2023
T/A Employer: *[Signature]* Date: 5-25-2023

**AFSCME LOCAL #271
HAZEL PARK BOARD OF EDUCATION
MAY 3, 2023**

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ARTICLE 25

BUS DRIVING OPERATIONS

Section 1 - General Conditions (B)

8. Bus drivers shall be paid a meal allowance when on field trips of four hours or more outside the Hazel Park School District. Proof of purchase must be submitted upon return to the district. Add Breakfast with \$8.00 reimbursement (only for overnight trips) Lunch reimbursement shall not exceed \$6.00- \$8.00. Dinner shall not exceed \$10.00 \$12.00.

NEW LANGUAGE

Transportation employees yearly bid route selection shall be the 2nd Friday in October.

Tier I Employees

2023-24	Master	HPHS Head	Head	Maintenance -		Bus	Custodian
	<u>Maintenance</u>	<u>Engineer</u>	<u>Custodian</u>	<u>Maintenance</u>	<u>Skilled</u>	<u>Driver</u>	
Hourly	\$26.50	\$23.07	\$22.63	\$21.50	\$22.63	\$23.50	\$21.79
Weekly (40 hours)	\$1,060.00	\$922.80	\$905.20	\$860.00	\$905.20	\$940.00	\$871.60
Annual (2080 hours)	\$55,120.00	\$47,985.60	\$47,070.40	\$44,720.00	\$47,070.40	\$48,880.00	\$45,323.20
2024-25 (3% Raise)	Master	HPHS Head	Head	Maintenance -		Bus	Custodian
	<u>Maintenance</u>	<u>Engineer</u>	<u>Custodian</u>	<u>Maintenance</u>	<u>Skilled</u>	<u>Driver</u>	
Hourly	\$27.30	\$23.76	\$23.31	\$22.15	\$23.31	\$24.21	\$22.44
Weekly (40 hours)	\$1,091.80	\$950.48	\$932.36	\$885.80	\$932.36	\$968.20	\$897.75
Annual (2080 hours)	\$56,773.60	\$49,425.17	\$48,482.51	\$46,061.60	\$48,482.51	\$50,346.40	\$46,682.90
2025-26 (3% Raise)	Master	HPHS Head	Head	Maintenance -		Bus	Custodian
	<u>Maintenance</u>	<u>Engineer</u>	<u>Custodian</u>	<u>Maintenance</u>	<u>Skilled</u>	<u>Driver</u>	
Hourly	\$28.11	\$24.47	\$24.01	\$22.81	\$24.01	\$24.93	\$23.12
Weekly (40 hours)	\$1,124.55	\$979.00	\$960.33	\$912.37	\$960.33	\$997.25	\$924.68
Annual (2080 hours)	\$58,476.81	\$50,907.92	\$49,936.99	\$47,443.45	\$49,936.99	\$51,856.79	\$48,083.38

Tier II Employees (new hires)

2023-24	Master	HPHS Head	Head Custodian/	Maintenance -		Bus	Custodian
	<u>Maintenance</u>	<u>Engineer</u>	<u>Engineer</u>	<u>Maintenance</u>	<u>Skilled</u>	<u>Driver</u>	
Hourly	\$26.50	\$22.00	\$19.00	\$21.50	\$22.50	\$23.50	\$17.50
Weekly (40 hours)	\$1,060.00	\$880.00	\$760.00	\$860.00	\$900.00	\$940.00	\$700.00
Annual (2080 hours)	\$55,120.00	\$45,760.00	\$39,520.00	\$44,720.00	\$46,800.00	\$48,880.00	\$36,400.00
2024-25 (3% Raise)	Master	HPHS Head	Head Custodian/	Maintenance -		Bus	Custodian
	<u>Maintenance</u>	<u>Engineer</u>	<u>Engineer</u>	<u>Maintenance</u>	<u>Skilled</u>	<u>Driver</u>	
Hourly	\$27.30	\$22.66	\$19.57	\$22.15	\$23.18	\$24.21	\$18.03
Weekly (40 hours)	\$1,091.80	\$906.40	\$782.80	\$885.80	\$927.00	\$968.20	\$721.00
Annual (2080 hours)	\$56,773.60	\$47,132.80	\$40,705.60	\$46,061.60	\$48,204.00	\$50,346.40	\$37,492.00
2025-26 (3% Raise)	Master	HPHS Head	Head Custodian/	Maintenance -		Bus	Custodian
	<u>Maintenance</u>	<u>Engineer</u>	<u>Engineer</u>	<u>Maintenance</u>	<u>Skilled</u>	<u>Driver</u>	
Hourly	\$28.11	\$23.34	\$20.16	\$22.81	\$23.87	\$24.93	\$18.57
Weekly (40 hours)	\$1,124.55	\$933.59	\$806.28	\$912.37	\$954.81	\$997.25	\$742.63
Annual (2080 hours)	\$58,476.81	\$48,546.78	\$41,926.77	\$47,443.45	\$49,650.12	\$51,856.79	\$38,616.76