

**School District for the City of Hazel Park and  
Hazel Park Association of School Administrators (HPASA)  
Tentative Agreement of May 31, 2023**

The circumstances leading to this tentative agreement are as follows. The parties 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:

1. The term of this new agreement is for the period of July 1, 2023 through June 30, 2026.
2. For the 2023-2024 school year:

New Salary Schedule, education lanes removed, new starting salary for all positions (Salary Schedule Attached) and personnel placed according to experience

HS Principal start Aug 1 - end July 30

6 days added for other Admin (204 total days worked)

3. For the 2024-2025 school year:

5% increase on schedule, no step movement

2 days added for admin except HS Principal (206 total days worked)

4. For the 2025-2026 school year:

Step movement of one step for those eligible for step movement at the beginning of the school year

\$3500 bonus for all on step 5

5. Longevity is changed to the following Schedule:

15 years \$2500

20 years \$5000

6. The District agrees to pay a \$2000 bonus to members that possess a Doctorate.
7. Admin will work in office on Teacher Choice and Records Days unless the district is closed.
8. Weekend and after school events are expected to be attended and will not be comp days.
9. This agreement reflects an agreement in principle on all the significant changes to the existing agreement. Non-substantive changes, which involve final edits for grammar and formatting will be presented to the bargaining unit along with inclusion of these terms

into the Master Agreement, and will be revised and posted in its entirety during the summer of 2023.

**Days Worked:**

	23/24	24/25	
HS Principal	Start Aug 1 end July 30	HS Principal	Start Aug 1 end July 30
All Other Admin	204 days (Added 6) 12 days before school 12 days after end of school	All Other Admin	206 days: (Added 2) 12 days before school 12 days after end of school 2 days to be worked at any time with Superintendent approval

**New Salary Schedule:**

<b>Salary Schedule 2023/24</b>					
	Step 1	Step 2	Step 3	Step 4	Step 5
High School Principal	113,806.16	117,325.94	120,954.58	124,695.44	128,552.00
High School Assistant Principal	102,958.01	106,140.22	109,422.91	112,807.12	116,296.00
Junior High School Principal	108,152.68	111,497.61	114,945.99	118,501.02	122,166.00
Junior High School Assistant Principal	100,063.76	103,158.52	106,348.99	109,638.13	113,029.00
Elementary Principal	106,148.38	109,431.32	112,815.79	116,304.94	119,902.00
Elementary Assistant Principal	97,557.50	100,574.74	103,685.30	106,892.06	110,198.00
Dean of Students	97,557.50	100,574.74	103,685.30	106,892.06	110,198.00
<b>Salary Schedule 2024/25 and 2025/26</b>					
	Step 1	Step 2	Step 3	Step 4	Step 5
High School Principal	119,496.47	123,192.24	127,002.31	130,930.21	134,979.60
High School Assistant Principal	108,103.81	111,447.23	114,894.05	118,447.48	122,110.80
Junior High School Principal	113,560.32	117,072.49	120,693.29	124,426.07	128,274.30
Junior High School Assistant Principal	105,066.95	108,316.44	111,666.44	115,120.04	118,680.45
Elementary Principal	111,455.80	114,902.88	118,456.58	122,120.19	125,897.10
Elementary Assistant Principal	102,435.37	105,603.48	108,869.56	112,236.66	115,707.90
Dean of Students	102,435.37	105,603.48	108,869.56	112,236.66	115,707.90

~~Kendall SR~~

Michelle Kase

Date: 6/1/23

ALB

Date: 6/2/2023