



# Tentative Agreement Highlights

This Tentative Agreement is the culmination of a negotiations process that concluded on Monday, Sept. 5. The Agreement would be in effect through December 2016 and thereafter through June 2017—unless the newly elected school board wants to renegotiate.

Below is a summary of the major provisions and changes contained in the agreement. The full text of the Tentative Agreement is posted on the DFT website. [<http://dft231.mi.aft.org/>]

## SALARIES AND BENEFITS

Our Tentative Agreement achieves the following gains:

### ■ Economic rewards for Detroit educators.

- Bonus payment amounting to 3 percent of base pay for those at the top of the salary schedule. (Article 8A, 8B; DPSCD/DFT Tentative Agreement/economics, Item 1)
- Teachers on steps will be paid at an off-schedule bonus rate (not a permanent adjustment to the base salary) equal to one step higher than their current salary step. (Article 8A, 8B; DPSCD/DFT Tentative Agreement/economics, Item 2)
- Current full-time teachers who were paid on BA Step 1 during the 2014-15 school year and have remained at that level will be paid at a bonus rate equal to Step 3 for the 2016-17 school year. (Article 8A, 8B; DPSCD/DFT Tentative Agreement/economics, Item 2)
- In addition, if the district receives additional local revenues in excess of \$12 million for the 2016-17 school year, teachers will be moved ahead one full step on the schedule. (Article 8A, 8B; DPSCD/DFT Tentative Agreement/economics, Item 2)
- Reinstated salary step increases and movement for future school years, maintaining the 10-year progression schedule. Starting with the 2017-18 school year, teachers will move one-half step at the beginning of the first semester, followed by another half-step at the beginning of the second semester. (Article 8A, 8B; DPSCD/DFT Tentative Agreement/economics, Item 2)
- A one-time \$2,000 insurance opt-out payment. (Article 9, A.1.e.7.)
- Increased payout for unused sick days upon retirement, rising from \$8,000 to \$11,000. (Article 10, B.1.)
- High school teachers will earn up to \$4,079 per semester or \$8,158 per school year by teaching one extra class. (Article 7, B.2.d. High School Day, Voluntary Sixth Period)
- Bonus payments will be available to teachers in critical shortage subjects.
- Academic Achievement payments of \$1,000 to teachers rated highly effective or effective who meet the qualifications of the federal grants funding the bonuses. (DPSCD/DFT Tentative Agreement/economics, Items 3 and 4)
  - Teachers whose class enrollments exceed the maximum limits re-established by this Agreement will receive additional compensation from a class-size overage funding pool established by the district. (DPSCD/DFT Tentative Agreement/economics, Item 5)
- District-mandated professional development will be designed to qualify for credits toward state re-certification. Professional development programs may be presented during the school day and will be paid for by the district, saving teachers the expense of tuition for outside courses. (Article 19, A.)

Here are the dollar amounts of the bonuses and the step payments.

<b>3% BONUS</b>	
\$1,683	BA Step 10
\$1,958	MA Step 10
\$1,967	MA+30 Step 10
\$1,979	MA+30 Step 11
\$1,976	Doctorate Step 10
\$1,988	Doctorate Step 11

### Annual Value of Being Paid One Step Higher on the Salary Schedule:

\$2,814 BA Step 1 to 3 (members on BA Step 1 prior to the 2015-16 school year)	\$3,259 MA, MA+30, Doctorate Step 1 to 2
\$924 BA Step 1 to 2	\$2,336 MA, MA+30, Doctorate Step 2 to 3
\$1,890 BA Step 2 to 3	\$2,279 MA, MA+30, Doctorate Step 3 to 4
\$1,832 BA Step 3 to 4	\$2,273 MA, MA+30, Doctorate Step 4 to 5
\$1,890 BA Step 4 to 5	\$2,345 MA, MA+30, Doctorate Step 5 to 6
\$1,893 BA Step 5 to 6	\$2,267 MA, MA+30, Doctorate Step 6 to 7
\$1,898 BA Step 6 to 7	\$2,343 MA, MA+30, Doctorate Step 7 to 8
\$1,829 BA Step 7 to 8	\$2,274 MA, MA+30, Doctorate Step 8 to 9
\$1,887 BA Step 8 to 9	\$8,505 MA, MA+30, Doctorate Step 9 to 10

**\*Calculate your pay for the current school year using the schedule below:**

### Salary Schedule for 2016-17

<b>BA</b>	<b>MA</b>
\$35,683 Step 1	\$37,384 Step 1
\$36,607 Step 2	\$40,643 Step 2
\$38,497 Step 3	\$42,979 Step 3
\$40,329 Step 4	\$45,258 Step 4
\$42,219 Step 5	\$47,531 Step 5
\$44,112 Step 6	\$49,876 Step 6
\$46,010 Step 7	\$52,143 Step 7
\$47,839 Step 8	\$54,486 Step 8
\$49,726 Step 9	\$56,760 Step 9
\$56,099 Step 10	\$65,265 Step 10
<b>MA+30</b>	<b>Doctorate</b>
\$37,684 Step 1	\$37,984 Step 1
\$40,943 Step 2	\$41,243 Step 2
\$43,279 Step 3	\$43,579 Step 3
\$45,558 Step 4	\$45,858 Step 4
\$47,831 Step 5	\$48,131 Step 5
\$50,176 Step 6	\$50,476 Step 6
\$52,443 Step 7	\$52,743 Step 7
\$54,786 Step 8	\$55,086 Step 8
\$57,060 Step 9	\$57,360 Step 9
\$65,565 Step 10	\$65,865 Step 10
\$65,965 Step 11	\$66,265 Step 11

**■ Health insurance and related coverage.**

- The DFT and the district will continue negotiations on health benefits and related insurance coverage, with both sides committed to achieving an agreement by or during the week of Sept. 26, 2016. If an agreement is not reached, the parties will negotiate and agree by Oct. 3 on healthcare coverage options to be provided beginning Jan. 1, 2017, under a default plan designated jointly by the DFT and the district. (DPSCD/DFT Tentative Agreement/economics, Item 6)
- In the meantime, coverage will continue under the terms of the current contract.

**■ Other benefits and work schedule.**

- Maintains the two-week break at Christmas. (DPSCD/DFT Tentative Agreement/economics, Item 7)
- Adds the Wednesday before Thanksgiving as a break day this school year. (DPSCD/DFT Tentative Agreement/economics, Item 7)
- Maintains spring break and the Good Friday holiday. (DPSCD/DFT Tentative Agreement/economics, Item 7)
- Links winter break to a four-day weekend. (DPSCD/DFT Tentative Agreement/economics, Item 7)

## IMPROVING TEACHING AND WORKING CONDITIONS

- **Class size.**
  - The Agreement restores official class-size limits. (Article 18, Class Size Items 1-7)
  - Teachers whose classes exceed the established limits will receive additional compensation from a class-size overage pool established and funded by the district. (Article 18, Compensation for Oversized Classes; DPSCD/DFT Tentative Agreement/economics, Item 5)
- **Discipline and school safety.**
  - The Agreement reinstates multiple provisions addressing student discipline and teachers' authority in their classrooms. (Article 21)
  - The district and the DFT acknowledge that administrative support of teachers is critical in the student discipline process. (Article 21)
  - A consistent and reasonable student discipline procedure will be developed within each school with the involvement of counselors and classroom teachers along with the principal and assistant principal. (Article 21, 1.)
- **Preparation time.**
  - The TA adds a fourth prep period each week for elementary school educators. (Article 7, 5.a.)
  - Prep time for middle and high school educators remains five periods each week. (Article 7, 5.b. and c.)
- **Parent-teacher conferences.**
  - Formal parent-teacher conferences will be scheduled twice during the school year. (Article 19, B.)
  - Students will be dismissed one hour early in K-8 schools, and two hours early in middle and high schools, on parent-teacher conference days. (Article 19, B.)
  - K-8 teachers will receive two hours of compensatory time; middle and high school teachers, one hour. That time will be in the form of no staff meetings on the appropriate number of Wednesdays, and may be used as agreed by the school union committee and the administration. (Article 19, B.)
- **Professional development.**
  - Up to 12 Wednesday staff meeting hours will be used for programs that fulfill the Professional Learning Communities requirement. Teachers will receive one hour of professional development credit for each hour used in this manner. (Article 7, B.6.)
  - All District-mandated professional development will be designed so that it will qualify for credits toward state re-certification. In an effort to use and highlight the expertise that exists within the district, professional development may include programs developed and led by teachers, and may be based on subject areas chosen by teachers at their school site. (Article 19, A.)
  - Professional development provided by the district may qualify under state law for SCECH credits. Professional development—including staff meetings and school improvement plan meetings—organized by the district and held at schools or off-site may qualify for SCECH credits. (Article 19, A.)
  - When applicable, the district will file the paperwork necessary for staff members to receive certification credits. (Article 19, A.)
  - Professional development programs may be presented during the school day and will be paid for by the district, saving teachers the expense of tuition for outside courses. (Article 19, A.)
- **Health and safety.**
  - The district and the DFT will work together to assess and address the quality of school and other work environments so that students may achieve at their best levels. (Article 28, A.)
  - The district and the DFT will establish a joint Health and Safety Committee, which will meet at least monthly during regular working hours. (Article 28, B.)
  - The district and the DFT may each appoint an expert who will be granted access to facilities where health and safety issues are raised. (Article 28, C.)
  - The district will comply with federal and state laws and regulations governing the cleanup and removal of hazardous materials from schools and other worksites. (Article 28, C.)
  - Bargaining unit members are protected from discrimination or retaliation for filing a health-and-safety complaint. (Article 28, E.)

- **Emergency school closings.**
  - When a school closes after the start of the school day, teachers and staff will be dismissed. (Article 25, A.)
  - Teachers and staff dismissed for the day because of a school emergency will not be required to report to another worksite. (Article 25, B.)
  
- **Caseload limits.**
  - Social worker caseloads will be limited to 40. Exceeding that number will trigger a required consultation between the district and the DFT to determine how to remedy the situation. (Article 24, H.)
  - All speech/language pathologists, audiologists, and teachers of speech and language impaired students will be eligible for access to ASHA-approved conferences, workshops and seminars—subject to the district’s budgetary constraints. (Article 24, I.)
  
- **Classroom assignment.**
  - The district will be required to make a reasonable effort to assign each teacher to just one classroom. (Article 7, B.2.)
  
- **Early reporting.**
  - The Tentative Agreement eliminates the requirement that teachers report for work at least 15 minutes before the start of the school day. (Article 7, B.2.)

## COMMUNITY SCHOOLS COMMITMENT

- In a separate Statement of Commitment, the district, the city of Detroit and the DFT agree to work together to develop a community schools program throughout DPS.
- The district agrees to identify a neighborhood or cluster of existing schools where the full community schools approach will be implemented. (DPSCD/DFT Tentative Agreement/economics, Item 9)

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