



Detroit Federation of Teachers

TENTATIVE AGREEMENT

? Answers

Q1. What is the duration of the new agreement?

A: As the law requires, this new agreement is in effect through December 2016 and thereafter through June 2017—unless the newly elected school board wants to renegotiate.

That's why it is critical for educators to vote in this school board election and to continue to stand together with our union, parents and community allies to build power away from the table that will give us leverage at the table.

And we will absolutely return to the bargaining table in the spring of 2017 to negotiate a contract for 2017-18 and beyond. This gives us another opportunity to achieve more gains.

SALARY/COMPENSATION

Q2. Does the new agreement include any economic gains for educators?

A. Yes. The new tentative agreement provides:

- A bonus payment of 3 percent of base for everyone at the top of the salary schedule.
 - \$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
- Movement toward unfreezing steps.
- Increases in the biweekly pay of all members on steps based on the next highest step on the salary schedule—an annual increase ranging from \$924 (BA, Step 1, hired in 2015-16) to \$8,505 (MA, MA+30, Doctorate, Step 9).
- An increase in the biweekly pay of BA, Step 1 members hired before 2015-16, based on the next two steps on the salary schedule (an annual increase of \$2,814).
- Bonus payment for critical shortage areas.
- Academic Achievement payments of \$1,000 to teachers rated highly effective and effective who meet the qualifications of the federal grants funding the bonuses.
- Additional compensation for teachers whose class enrollments exceed established limits.
- Increase the maximum payout for unused sick days upon retirement from \$8,000 to \$11,000.

- A one-time bonus of \$2,000 for members opting out of district-provided healthcare insurance.

Q3. Why are many of the increases in the form of bonuses, rather than salary increases?

A: We knew from the beginning that securing economic gains for members would be difficult. But we also heard what our members have said: Getting real money in your pocket now is a priority. The new tentative agreement does that.

Q4. What about our TIP money?

A: The current arrangement of TIP payments being made upon separation from the district remains and is reiterated in the new agreement. The fight for TIP is not over. When we go back to the table in spring 2017, we will continue to fight for the early payment of TIP.

HEALTHCARE/RELATED COVERAGE

Q5. What does the new tentative agreement say about healthcare?

A: The new tentative agreement stipulates that our bargaining team will continue to negotiate with the district on healthcare. We have until the week of Sept. 26 to reach an agreement. As we continue the fight for fair, affordable health insurance, we will keep members updated on our progress and on open enrollment periods.

Q6. What happens if the DFT bargaining team and the district fail to reach a healthcare agreement by the week of Sept. 26?

A: If we are unable to reach an agreement with the district by the week of Sept. 26, healthcare coverage will be provided under a plan negotiated with the district by Oct. 3. The new plan would go into effect Jan. 1, 2017, based on the options presented by the district's healthcare consultant.

The plan presented by the district's healthcare consultant offers two options: a core plan and a premium plan. Deductibles will go up, but monthly costs will have minimal increases.

Again, as we speak, we have a group working to get us the best deal possible.

IMPROVING TEACHING AND LEARNING

Q7. How does the new tentative agreement help support my work as an educator?

A: The new agreement includes a number of provisions—some of which have been restored from past contracts—designed to support educators and strengthen teachers' voice in the workplace. By specifically addressing issues such as class size, work schedules, prep time, student discipline and many others, it holds the district accountable to things that support teachers in the classroom.

Q8. Does professional development help educators with re-certification?

A: All district-mandated professional development will be designed so that it qualifies for credits toward state re-certification. Professional development provided by the district also may qualify under state law for SCECH credits. This could include PLC meetings that take the place of staff meetings, as well as school improvement plan meetings organized by the district and held at schools or off-site.

Q9. Does the new agreement do anything to promote improved teaching and learning through smaller class sizes?

A: Yes. The agreement restores official class size limits and provides additional compensation to teachers whose class enrollments exceed the established limits.

Q10. Does the new agreement address student discipline policies?

A: Yes. It reinstates a number of provisions around student discipline and calls for the development, at the school-site level, of consistent and reasonable discipline procedures. These procedures should be developed with the involvement of counselors, classroom teachers and school administrators.

WORKING CONDITIONS

Q11. What specific changes and improvements have been made around working conditions?

A: The new agreement:

- Adds a fourth prep period for elementary school teachers and maintains prep time for middle and high school teachers at five periods per week.
- Eliminates the requirement that teachers report for work 15 minutes early.
- Decreases the number of formal parent-teacher conferences from four to two per year.
- Maintains the two-week break near the Christmas holidays.
- Adds the Wednesday before Thanksgiving to the Thanksgiving break.
- Maintains spring break and the Good Friday holiday.
- Links winter break to a four-day weekend.

Detroit Federation of Teachers
7700 Second Avenue
Suite 427
Detroit, MI 48202
(313) 875-3500
<http://dft231.com>



facebook.com/DFT231



[@dft231](https://twitter.com/dft231)