

**Detroit Public Schools Community District
and
Detroit Federation of Teachers
Tentative Agreement
Wage Reopener 2019-2020**

Proposal 1a - DFT unit members on TOP-STEP District offer at \$73,000 (Second Semester - 4.2858% Salary Increase)

The MA Max shall go to \$73,000, effective second-semester of the 2019-20 academic year—Includes new hires

Proposal 1b - DFT unit members on TOP-STEP

Eligible for one-time bonus of \$1,500 – December 2019 off-cycle payment—Includes new hires

Proposal 2a - DFT unit members on STEPS 1-14

Move 1 step, effective second-semester of the 2019-20 academic year—Includes new hires

Proposal 2b – DFT unit members on STEPS 1-14 eligible for a one-time bonus

Eligible for one-time bonus of \$1,500 – December off-cycle 2019 Payment—Includes new hires

Proposal 3a - DFT unit members not on the teacher salary schedule (inclusive of *Assistant Attendance Agents, Academic Interventionists, Substitute Teachers, Special Instructors* and the like)

3% salary increase, effective second-semester of the 2019-20 academic year—Includes new hires

Proposal 3b – DFT unit members not on the teacher salary schedule (inclusive of *Assistant Attendance Agents, Academic Interventionists, Special Instructors* and the like)

Eligible for one-time bonus of \$1,500 – December 2019 off-cycle payment—Includes new hires
Substitute Teachers (Long-Term Vacancy) to be discussed.

Proposal 4a – Auxiliary Staff [according to the LIST]: Credit for Internal/External Experience. (Criteria to be Defined) – Semester 1 Implementation

Credit for all internal and external experience —Includes new hires

Proposal 5a – Psychologists, School Social Workers, Speech and Language Therapists, Occupational Therapists and Physical Therapist

Members on steps 1-10 move to step 11, and Members on steps 11-14 move to step 15—Semester 1 Implementation

Proposal 6a – Performance Bonus 1

Unit members who instruct state assessed grades and subjects will be eligible for a one-time performance-based bonus of \$500—details to be defined. Student performance data sources for EIDC, PK, K, 1, 2, and Special Education teachers need to be defined and finalized.

Proposal 6b – Performance Bonus 2


All unit members will be eligible for a one-time performance-based bonus of \$500—details to be defined

Proposal 7a – One-Time Bonus at Hard to Staff Schools (List to be Determined)

\$3,000 one-time bonus for all Teachers in job classifications 0250 and 0251 at Hard-to-Staff Schools for all new and current employees at schools

This Letter of Agreement solely addresses the 2019-20 salary/wage re-opener between the parties. The provisions of the current collective bargaining agreement, as well as any addenda, letters of agreement, letters of understanding, or other memorialized stipulations between the parties, not otherwise set forth above shall continue.

For the District:


6-7-19
Andre J. Poplar 6-7-19
Bruce Andersen 6-7-19

For the Union:


6-7-2019
Terrence Thibault
Gabeir Wilson 6-7-19

Nikolai P. Vitti, Ed.D., General Superintendent

Date

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT
DFT Salary Schedule for Instructional Personnel (39 Week)
Second Semester of the 2019-2020 Academic Year

STEP	BA	MA	MA+	DOCTORATE
1	38,500	40,335	40,635	40,935
2	39,757	42,116	42,416	42,716
3	41,014	43,897	44,197	44,497
4	42,271	45,677	45,977	46,277
5	43,528	47,458	47,758	48,058
6	44,785	49,239	49,539	49,839
7	46,042	51,019	51,319	51,619
8	47,300	52,800	53,100	53,400
9	48,557	54,581	54,881	55,181
10	49,814	56,362	56,662	56,962
11	51,071	58,142	58,442	58,742
12	52,328	59,923	60,223	60,523
13	53,585	61,704	62,004	62,304
14	54,842	63,484	63,784	64,084
15	62,747	73,000	73,700	74,000

Proposal 7a

The Parties recognize the importance of the recruitment and retention of teachers in Hard to Staff ("HTS") Schools. The parties also recognize that teacher recruitment and retention at HTS Schools is significantly improved when teachers are provided financial incentives and increased opportunities to provide high quality instruction at HTS Schools.

Recruitment and Retention Bonus

Accordingly, as part of the 2019-2020 Wage Re-Opener, the Detroit Public Schools Community District (DPSCD) and the Detroit Federation of Teachers (DFT) seek to provide a one-time \$3,000.00 recruitment/retention bonus to all new and current teachers in job classifications 0250 and 0251 who are willing to work at the HTS Schools listed below:

Hard to Staff Schools

1. Brenda Scott Elementary-Middle School
2. Central High School
3. Cody High School
4. Detroit Collegiate Preparatory High School
5. Dixon Elementary School
6. Emerson Elementary School
7. Fisher Magnet Upper Academy
8. Frederick Douglass Academy
9. Garvey Academy
10. Henderson Academy
11. J.R. King Elementary School
12. Marion Law Elementary School
13. Marquette Elementary School
14. Noble Elementary-Middle School
15. Osborn High School
16. Pershing High School
17. Pulaski Elementary School
18. Ronald Brown Academy
19. Sampson Elementary School
20. Thirkell Elementary School

Eligibility

Teachers must be continuously employed at a HTS School from September 13, 2019 through June 19, 2020 (the entire academic school year) to qualify for the one-time bonus.

Distribution

The bonus will be paid to qualifying teachers in two equal installments of \$1500.00 in October 2019 and in June 2020 in off-cycle checks.

Opting Out

Teachers who choose not to complete the entire academic year, shall have their bonus forfeited. Any teacher seeking to opt out of their HTS School teaching assignment shall complete an "opt out" form and will not receive the one-time \$3,000.00 bonus. Any teacher seeking to opt out of the HTS School will be transferred to another teaching assignment. Transfers will be subject to Article 16.

2019-20 Reopener | Wage and Compensation Entitlement List | Publish Date: June 11, 2019

Job Specifics		Salaries and Bonuses Second Semester Increase							Salary Enhancement Bonuses			
Job Codes	Job Classifications	Member Step Increases							One-Time Bonuses		Performance	
		Top Step Designation - Members on Top Step	Top Step Salary Increase (Approx. 4.286%)	Step Movement - Steps 1-14 (Teacher's Salary Schedule) Second Semester Implementation	Step Acceleration - members on steps 1-10 move to step 11, and members on steps 11-14 move to step 15—First Semester Implementation	3% Increase (Members not on the Teacher's Salary Schedule)	Internal Salary Credit (All Years of DPSCD Service)	External	One-Time Bonus (Payable 12/2019) \$1500	Hard-to-Staff Schoolwide Bonus (Payable in two Installments 9/2019 & 6/2020) \$3,000	Individual (Unit Members who Instruct State Assessed Grades and Subjects or Use iReady) \$500	Schoolwide Bonus - All Members \$500
0530	Academic Interventionist	NO	NO	NO	NO	YES	NO	NO	YES	NO	NO	YES
0010	Accompanist	NO	NO	NO	NO	YES	NO	NO	YES	NO	NO	YES
0380	Asst. Jrotc Instructor	NO	NO	NO	NO	TBD-JAN DOD MIP	NO	NO	YES	NO	NO	YES
0020	Attendance Agent	YES	YES	YES	NO	NO	YES	NO	YES	NO	NO	YES
5540	Attendance Officer, Asst.	NO	NO	NO	NO	YES	NO	NO	YES	NO	NO	YES
0310	Audiologist C.C.C.	YES	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES
A500	Behavior Specialist	YES	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES
CCTA	College Transition Advisor	YES	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES
0270	Guidance Counselor	YES	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES
A520	IEP Compliance Specialist	YES	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES
0080	Jrotc Instructor	NO	NO	NO	NO	TBD-JAN DOD MIP	NO	NO	YES	NO	NO	YES
0251	Master Teacher	YES	YES	YES	NO	NO	YES	YES	YES	YES	TBD	YES
0150	Nurse, Registered (Degreed)	YES	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES
0160	Orientation & Mobility Splst	YES	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES
0200	Psychologist (School Diagnost)	YES	YES	YES	YES	NO	YES	YES	YES	NO	NO	YES
A082	School Improvement Coach	YES	YES	YES								
0230	School Social Worker	YES	YES	YES	YES	NO	YES	YES	YES	NO	NO	YES
A510	Spec Ed Transition Specialist	YES	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES
0620	Special Instructor	NO	NO	NO	NO	YES	YES	NO	YES	NO	NO	YES
0320	Speech Pathologist C.C.C.	YES	YES	YES	YES	NO	YES	YES	YES	NO	NO	YES
95DRM	Substitute - Dreamkeeper	NO	NO	NO	NO	YES	YES	NO	YES	NO	NO	YES
9000	Substitute-Day to Day	NO	NO	NO	NO	YES	YES	NO	YES	NO	NO	YES
9130	Substitute-FMLA/LOA	NO	NO	NO	NO	YES	YES	NO	YES	NO	NO	YES
9500	Substitute-LT/Vacancy	NO	NO	NO	NO	YES	YES	NO	YES	NO	NO	YES
0670	Tchr-Adult Ed	YES	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES
0330	Tchr-Speech/Lang. Impaired	YES	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES
0250	Teacher	YES	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES
0260	Teacher - Day Trade	YES	YES	YES	NO	NO	YES	YES	YES	YES	TBD	YES
APTH	Teacher-Alt Cert Program	NO	NO	NO	NO	YES	NO	YES	YES	NO	NO	YES
0300	Teacher-Consultant (Spec Educ)	YES	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES
0170	Therapist, Occupational	YES	YES	YES	YES	NO	YES	YES	YES	NO	NO	YES
0180	Therapist, Physical	YES	YES	YES	YES	NO	YES	YES	YES	NO	NO	YES
0190	Therapist, Music (Registered)	YES	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES
ATSC	Training & Support Coordinator	YES	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES