

# 5 Things You Should Know Before You Vote

The new tentative agreement between the Detroit Federation of Teachers and the Detroit Public Schools Community District is the result of a negotiations process that concluded on Monday, Sept. 5. Before the agreement can take effect, DFT members will vote in a secret ballot election to ratify the new deal. Then it must be approved by the Financial Review Commission. Before you vote, consider these **five critical facts**:

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## The new agreement gives educators more money now.

All educators at every experience level will get **more money in their pockets**. Those at the top of the salary schedule will get a **3-percent bonus payment**; those on steps lower than Step 10 will receive a bonus payment equal to **one step higher** than their current salary step; and teachers at the lower end of the schedule (BA Step 1, hired prior to 2015-16 ) will get pay **equal to Step 3**. The agreement also provides opportunities for teachers to earn bonuses in a number of other ways.

## The new agreement provides supports to help educators.

The agreement includes improvements that make professional development more **accessible** and **affordable** for educators. It also restores official class size limits, strengthens caseload limits for social workers, provides more prep time, and helps promote improved teaching and learning.

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## The new agreement improves working conditions.

The agreement **gives educators a voice** in establishing student discipline policy at the school-site level and establishes a joint Health and Safety Committee to work together to assess and address hazards in school and work environments.

## The new agreement addresses work-life balance issues.

The agreement decreases the number of formal parent-teacher conferences from four to two, maintains the two-week break near the Christmas holidays, adds Wednesday to the Thanksgiving break, maintains Good Friday and spring break, links winter break to a four-day weekend, and **eliminates the 15 minute early arrival** requirement.

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## The new agreement gives us a real path forward.

The agreement, while not perfect, is the first in more than a decade that contains **no concessions** and **no givebacks**. Instead, it has real improvements for educators and creates a real path to achieve greater gains. It also includes a commitment from the school district to partner with the union to establish a community schools program to help revitalize public education and our city.

