

# DETROIT FEDERATION OF TEACHERS

## General Membership Meeting

### June 10, 2021

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#### 1. Call to Order

Meeting was called to order @ 4:32 by President Terrence Martin.

#### 2. Roll Call of Officers

Darnese Wilkinson (excused)

#### 3. Approval of Minutes

**M1:** Jason Posey (Broughton) made a motion to accept the May 2021 General Membership Meeting Minutes as printed with any necessary corrections. **Motion Passed.**

#### 4. Treasurer's Report

Treasurer Michelle Broughton read the financial report from April 2021, and the Statement of Activities from July 2020 – April 2021.

#### 5. Organizing Report

Jason Posey and Yolanda King gave the report for this month. We have been consistently signing up people. There are now 37 work locations that have their Union Committee information intact, but there are many more to go. Members needing to update information should contact Jason Posey, Yolanda King or Ms. Mae Winters. There are over 100 work locations, so we have a ways to go. In May, there were 26 new or recommitted members. Thank you for steering potential members our way for recommitted and new members. It is very important for schools to have a Union Committee. If you don't have a committee, please get one! June 14<sup>th</sup> is the last day for t-shirts pick-up for this year. We are urging all members to please update their e-mail or other information with the Union. We don't want to leave anyone out when we send out information. We are getting the e-mails back. Please urge them not to leave the work e-mail or phone number. We need to have their personal information as accurate as possible. We will be looking to have our Activist Bootcamp again this summer, and is open to any dues paying member.

#### 6. Special Presentation – AIG Insurance Co.

**AIG/VALIC** – Fernando Aguirre, Jermaine Taylor and Jasmine Adams

**M2:** Procedural motion made by Sarah Niemi (Posey) that a maximum of 15 minutes will be allowed for discussion or questions after both the President's report and the Executive Vice President's report. **Motion Passed.**

## 7. President's Report

- a. **Bargaining** – We are making a lot of headway relative to contract cleanup. It is imperative that wages are raised to help us be competitive with other districts in the area. We would like a long-term deal. Our current, one year deal expires on June 30<sup>th</sup>. What we don't want to continue to do is bargain with the District every year. We would like to get a 3-4 year deal. Ideally, we would like to have an agreement by the end of this month, but we want to make sure that any deal presented is the very best that we can get. Getting us above \$870,000 and making sure that steps continue to occur, and hefty bonuses are what we are looking for.
- b. **Return to School LOA, FALL 2021** – It is moving, class size, hazard pay for all members and scheduling. Virtual school is new that the District is trying to implement for next year. State funding is a must. Selection should happen soon, and should be based on a seniority basis. There will be an application process in moving forward with this. We want to make sure that those working virtually has all that they need to make it successful. Class sizes and caseloads for ancillary staff is important and must be addressed moving forward. Although COVID numbers are going down and vaccinations are going up, it is not over. We are meeting with the District tomorrow, so we hope that the questions raised today will be addressed. We would like to have more bargaining member update meetings throughout this process.
- c. **Summer School LOA** - \$32.50 and a flat hazard pay rate of \$150 will be added. There are no virtual options for summer school this year.
- d. **2021/2022 DFT Meetings** – For the past year and a half, we have only been able to meet via Zoom. We have been able to get more members for these meetings, averaging close to 500 people each month. It has saved us money with cost of a location and with printing. We would like to survey Members to see what is preferred. This survey will be sent to all in an e-mail following this meeting.

## 8. Executive Vice President's Report

- a. **Dues: Recommit – Expiration – Retirement**  
Please let your colleagues know that the last dues deduction for this year on July 13<sup>th</sup>. Pay 22 is on July 13<sup>th</sup>. If your dues are off or about to go off, please contact us so we can update your payment information. The first pay is September 21<sup>st</sup>, and dues will resume. If your dues go off, it will not resume in September and

the accounts have to be turned back on. There are no deductions for the additional 4 pays for those on 26 pays.

- a. **COVID Vaccination Compensation & Hours** - the District has done a great job of compensating people for the COVID vaccine, however, we are still looking for the 16 hours promised. They need to make sure that those days are added, *now*. Current retirees don't have a sick bank. How will that be resolved? How will the 16 hours affect the evaluation? With the additional time, can they not be penalized with the addition of the time? The Evaluation Team stated they would NOT deduct points from those who use those two additional days. We will check with the high-level cabinet for hard confirmation. Subs do not have an illness bank, so the District has to figure out how to compensate them for that. Retirees should be able to add this time to their final hours/days to be compensated for in their retirement.
- b. **DFT Prep Kits** – we have a lot of goodies to give to our paying Members.
- c. **June Jam** – do not log off after our meeting today. We have been working hard and we want to have some fun. We are limited to Zoom. Get your dancing shoes ready, or boogie barefoot. Let's have fun!

## Q & A

- **Marnina Falk** – Is there any movement on the 5 prep periods a week? *TM: We presented this last week, and for the AI's as well.*
- **Sherita Burris** – Has the list of illnesses that we can get such as COVID. I am not sure if I am going to get the vaccine. If you choose virtual, you will have to go into the building. *TM: any questions in regards to students need to be directly addressed by the District and the School Board. We do think that it defeats the purpose of going into a building to teach virtually, especially if you are already medically fragile. We are looking at those other diseases to have them added to the infectious disease list.*
- **Nicole Conoway (CMA)** – I don't think students and teacher's needs need to be addressed together. We can't punish students and parents who wish to stay home to stay safe. I hope that we are adamantly hoping that we are trying to get salary increases as opposed to bonuses. In summer school, HS is supposed to be credit recovery. What is actually supposed to be happening?
- **Cassandra Davis (Speech Durfee/Central)** – Salary negotiations and people at the top, is it being discussed that the top is getting a bonus that is equal or more than a step increase. It is getting hot and snow days. *TM: There has been no discussion about losing snow days. We have moved steps and the folks on the top get a percentage increase. If it is too hot, or too cold, there are strategies in place to address this.*
- **Dwayne Harvey** – In regards to the mask mandate and teaching. I had COVID and I have not been vaccinated. *TM: as requirements with the CDC changes, we will roll with that. 6 ft, hand washing, hand sanitizer and a wearing a mask are still in effect.*
- **Sarah Berlin** – We are due to talk about the new hires if the statute changes and does not change. Learning Centers has not been discussed. We will update members when this changes.

- **Rene Rosa Espiranza** – In terms of the contract, have we looked at the return of 15 days as opposed to 12? We have a lot of members who are really sick. Could we have the restriction of waiving how and when sick days can be donated? Those who are not vaccinated looking at 6ft. vs. 3 ft. *TM: Illness days and donations. LW-L: Many of members can't get those donated days because of the amount of days that the member has to be off before they can get those days donated. It has been proposed.*
- **Nicole Wells (Westside Academy)** – we need to get things that we have lost such as Longevity and Lunchroom Duty, Workshop and Summer School pay needs to be increased. How much of DPSCD budget is allocated for teacher salaries? We are the lowest paid at the top of the scale in the tri-county area. *TM: I don't have the figure in front of me, but it is not where I want it to be.*
- **Cassandra Wells (Detroit School of Arts)** – Are LD teachers still critical? Is everyone getting a pay increase? *TM: I am looking at everyone getting an increase. We have not received the critical shortage yet.*
- **Karl Burnett (Attendance Agents)**- Will Attendance Agents be included in a raise as well? I have heard that the District is hiring people outside to conduct Home Visits.
- **Carrie Williams (School at Marygrove)** – What kind of Union are we that we censor Members and are not allowed to use the chat. *TM: Any member that has a question can ask, but being disrespectful to guests is wrong.*
- **Jeanine Wilson (Vernor)** – Science teachers in the district are being forced to teach Social Studies and other subject. Will the Union look at this because I am not certified to teach these other subjects. Is there any way that we can get Principals to not use the scores and evaluations of students who have not been in school? How can you show growth if there is only a pre-test data or post-test data. *TM: If you are doing that and being forced to do so, we need to talk to you offline. The contract is clear that you cannot teach outside of your certification. Evaluations have been addressed in the past, and we will continue to push against this, even though this is not a subject of bargaining.*
- **Allison Gorin (Earhart)** – iReady is being used for my student growth. I am wondering if the window can be extended, as the information had to be in by the 8<sup>th</sup> while the window is open until the 17th. I got a notice yesterday that said that I have to take Orton Gillingham this summer. Why wasn't this offered during the school year? *TM: I was unaware of this so, I will have to look into it.*
- **Thomas VanHulle** - Instructional days and hours is determined by the bus schedule. *TM: These are the things that our Calendar Committee will be looking at.*
- **Tracey Arneau (Bennett)**– I would like to see the number of hours we work. I am concerned about the cost of our healthcare. I would like to see this upfront before any contract is ratified. It should not be a mystery. *TM: I am happy to provide the 12 or 13 different plan designs being offered.*

## 9. Old Business

## 10. New Business

## 11. Good of the Order

- **Keisa Lewis(DCP@Northwestern HS)** – Why do we keep getting bonuses as opposed to increases? It does not go for our pension. ESE leads have not been paid the way that they were promised. *TM: We have gotten salary increases since 2017. Bonuses do not count toward your retirement, but it is about getting money that we can get from the District. These bonuses have been from "one-time money" that we want to put into the pockets of members. When money comes in as restrictions, this is how we take it. Our goal is to have real wage increases, and not just bonuses. The district screwed up with the pay not being a second line item. We are trying to figure out how they can fix that. We need to get a list prior to the payment, so we can get it from the front in instead of trying to get it at the end.*
- **Regina Hunter (Charles Wright Academy)** – Dr. Vitti sent a letter that any member working F2F must consent to being tested weekly – for those who have not been vaccinated. *TM: Let me know who is being forced.*
- **Angela Milton (Western)** – The Principal told us that all ESE teachers do not have the option to work virtually. The \$15,000 bonus is only for teachers in self-contained ESE teachers. *TM: That has to be bargained.*
- **Lanora Butler (Harms)** – Do you think the state will offer opportunities to buy time? *TM: it was very costly for the state to do that.*
- **Nina Smith (Keidan)** – We were told that in the fall, we will be responsible for teaching both virtual and F2F. *TM: That should be optional for teachers.*
- **Ms. Lynn (Brenda Scott Academy)** – Will F2F and Virtual teachers get the same amount days? I don't think it's fair.
- **Sherryone Brown (Randolph Career Technical Center)** – Salary increases for Day Trade teachers. We have not gotten increases. *TM: There are 52 different classifications. We have included ALL of those classifications and individuals. We are trying to find ways to increase salaries if you take the classes or don't.*
- **Rosalind Mitchell (Mumford HS)** – Attendance Agents and the number of students that we have to cover. There should be a limit on the number of students that we have to provide service for as well, just as the case.

## 12. Adjournment

**M3:** Jason Posey (Broughton) made a motion to adjourn. **Motion Passed.**

**Meeting adjourned at 6:35 p.m.**

Respectfully Submitted and Have a Great Summer,  
Elena Brantley-Phillips, DFT Recording Secretary