



STATE OF MICHIGAN  
DEPARTMENT OF TREASURY  
LANSING

RICK SNYDER  
GOVERNOR

NICK A. KHOURI  
STATE TREASURER

**DETROIT FINANCIAL REVIEW COMMISSION**

**SCHOOL DISTRICT RESOLUTION 2017-19**

**APPROVING THE COMMUNITY DISTRICT'S COLLECTIVE  
BARGAINING AGREEMENT**

WHEREAS, Public Act 181 of 2014, the Michigan Financial Review Commission Act (the "Act"), allows for the creation of the Detroit Financial Review Commission (the "Commission") within the Michigan Department of Treasury; and

WHEREAS, Section 6(1) of the Act empowers the Commission to provide oversight for the Detroit Public Schools Community District (the "Community District") beginning on June 21, 2016; and

WHEREAS, Section 6(9) of the Act requires that during the period of oversight, the Community District shall submit new and amended collective bargaining agreements, to which it is a party, to the Commission for review and approval after approval by the Community District's governing body and chief executive officer; and

WHEREAS, Section 6(9) of the Act further requires the Commission to approve or reject collective bargaining agreements submitted to it within 45 days of submission; and

WHEREAS, the Financial Review Commission has approved collective bargaining agreement between the Community District and the Detroit Federation of Teachers Union on August 28, 2017, for a term expiring June 30, 2020; and

WHEREAS, at the Commission meeting on August 28, 2017 the Community District presented the aforementioned collective bargaining agreement to the Commission.

NOW THEREFORE, be it resolved by the Detroit Financial Review Commission as follows:

1. That the Community District's collective bargaining agreement between the Community District and the aforementioned bargaining unit, as presented to the Commission on August 28, 2017 are hereby approved.
2. That the minutes of the Detroit Financial Review Commission meeting at which this Resolution is adopted take notice of the adoption of this Resolution.
3. This Resolution shall have immediate effect.

# DFT Negotiations Economic Summary (FY 2018 / FY 2019)

	Status Quo	Ratified Agreement
<b>End of year B.A. Step 1</b>	\$35,683 / \$35,683	\$38,500 / \$38,500
<b>End of year M.A. Step 1</b>	\$37,384 / \$37,384	\$40,335 / \$40,335
<b>End of year B.A. Top Step</b>	\$56,099 / \$56,099	\$57,782 / \$60,169
<b>End of year M.A. Top Step</b>	\$65,265 / \$65,265	\$67,223 / \$70,000
<b>Steps (Movement)</b>	10 (First Semester)	15 (Second Semester)
<b>Salary Increase (Top step)</b>	0.00% / 0.00%	3.00% / 4.13% <sup>(1)</sup>
<b>Salary Increase (All other steps)</b>	0.00% / 0.00%	0.00% / 0.00%
<b>Bonus</b>	\$0 / \$0	\$1,750 / \$0 <sup>(2)</sup>

(1) Salary increase occurs in the second semester for FY 2018 and FY 2019

(2) Bonus to be paid at beginning of school year in September 2017 (FY 2018) for members in the M.A., M.A.+30 / J.D., and Ph.D. lanes at the top step

# Ratified Agreement Salary Schedule

FY 2018											
1st Semester					2nd Semester						
Step	Grade	BA	MA	MA+30, JD	Ph.D.	Step	Grade	BA	MA	MA+30, JD	Ph.D.
1		35,683	37,384	37,684	37,984	1		38,500	40,335	40,635	40,935
2		36,607	40,643	40,943	41,243	2		39,757	42,116	42,416	42,716
3		38,497	42,979	43,279	43,579	3		41,014	43,897	44,197	44,497
4		40,329	45,258	45,558	45,858	4		42,271	45,677	45,977	46,277
5		42,219	47,531	47,831	48,131	5		43,528	47,458	47,758	48,058
6		44,112	49,876	50,176	50,476	6		44,785	49,239	49,539	49,839
7		46,010	52,143	52,443	52,743	7		46,042	51,019	51,319	51,619
8		47,839	54,486	54,786	55,086	8		47,300	52,800	53,100	53,400
9		49,726	56,760	57,060	57,360	9		48,557	54,581	54,881	55,181
10		56,099	65,265	65,565	65,865	10		49,814	56,362	56,662	56,962
11				65,965	66,265	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		57,782	67,223	67,923	68,223

FY 2019											
1st Semester					2nd Semester						
Step	Grade	BA	MA	MA+30, JD	Ph.D.	Step	Grade	BA	MA	MA+30, JD	Ph.D.
1		38,500	40,335	40,635	40,935	1		38,500	40,335	40,635	40,935
2		39,757	42,116	42,416	42,716	2		39,757	42,116	42,416	42,716
3		41,014	43,897	44,197	44,497	3		41,014	43,897	44,197	44,497
4		42,271	45,677	45,977	46,277	4		42,271	45,677	45,977	46,277
5		43,528	47,458	47,758	48,058	5		43,528	47,458	47,758	48,058
6		44,785	49,239	49,539	49,839	6		44,785	49,239	49,539	49,839
7		46,042	51,019	51,319	51,619	7		46,042	51,019	51,319	51,619
8		47,300	52,800	53,100	53,400	8		47,300	52,800	53,100	53,400
9		48,557	54,581	54,881	55,181	9		48,557	54,581	54,881	55,181
10		49,814	56,362	56,662	56,962	10		49,814	56,362	56,662	56,962
11		51,071	58,142	58,442	58,742	11		51,071	58,142	58,442	58,742
12		52,328	59,923	60,223	60,523	12		52,328	59,923	60,223	60,523
13		53,585	61,704	62,004	62,304	13		53,585	61,704	62,004	62,304
14		54,842	63,484	63,784	64,084	14		54,842	63,484	63,784	64,084
15		57,782	67,223	67,923	68,223	15		60,169	70,000	70,700	71,000

## DFT Contract – Economic Amendments

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- **Article 6.B: Grievance procedure limitations period for wage / benefit errors** – Limits identified claim regarding errors in the computation of wages or fringe benefits to three (3) years from the date that the Union and / or the individual first became aware or reasonably should have been aware of the conditions giving rise to the grievance.
- **Article 18: Oversize class pay** – Increased class size overage pool fund from \$250,000 to \$300,000.
- **Article 9: Health insurance updates**
- **Article 12: Other Leaves** – Sabbatical Leaves – Eliminated sabbatical leave.

## DFT Contract – Non-Economic Amendments

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- **Article 3: Unit membership information** – clarifies that new membership information will be provided monthly
- **Article 7.B.1: End of school day procedure** – clarifies that teachers will escort students to designated areas in elementary level and clear halls at middle and high school levels
- **Article 7.B.2: Procedure to deviate from high school lunch schedule** – clarifies process and procedure for handling such deviations
- **Article 7.B.5.a: Common Prep** – changes wording from “60 minute” to “period”
- **Article 7.B.7: Report card deadlines** – limits deadline exceptions to “no later than the last teacher working day”
- **Article 10.C: Termination Incentive Plan (“TIP”)** – clarified that TIP shall be paid out in accordance with original agreement dated December 2009 and modified in February 2010
- **Article 17.E: Discipline or Discharge** – clarified applicable parties/members and added ability to discuss matters with labor director
- **Article 24: Music and Academic Coaches pay** – changed pay comparable language from “the same as softball coaches” to “the applicable extracurricular program rate”
- **Article 11: Medical and Emergency Leaves** – changed trigger date from 4 consecutive absent days to 5 consecutive absent days
- **Calendars** – updated for 2017-2018 and 2018-2019; the 2019-2020 calendar to be negotiated