

**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  
Andro J Poplar 6-7-19  
Bruce Anderson 6-7-19

For the Union:

Terrence Thabo 6-7-2019  
Jakia Wilson 6-7-19

  
Nikolai P. Vitti, Ed.D., General Superintendent 6-7-19  
Date