

**Detroit Public Schools Community District (DPSCD)
and
Detroit Federation of Teachers (DFT)
Tentative Agreement (Package)
2023-2024**

TERMS:

1. A collective bargaining agreement of one-year effective July 1, 2023 to June 30, 2024.
2. The current salary schedule shall continue as modified below for the 2023-2024 school year, with both parties committing to work toward a new salary schedule to be implemented in 2024-2025. Meetings to begin this process shall begin no later than November 15, 2023.
3. The top step of the DFT salary schedule for teachers (Step 15) shall be increased to the following:
BA-\$73,922; MA--\$86,000; MA+30 --\$86,700; Doctorate; \$87,000. District and DFT representatives to meet to confirm those on top step prior to payment. No other changes to the teacher salary schedule.

2023-24 Salary Schedule (Steps 1-10 not shown)

	BA	MA	MA+30	Doctorate
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	73,922	86,000	86,700	87,000

DFT unit members with 15 years or more of service with the District currently on the teachers' salary schedule shall receive a one-time \$4,500 longevity payment. The district shall pay this one-time longevity payment in a separate pay advice, the fifth paycheck of the school year in 2023-2024. It is understood and agreed that if the ORS determines that retirement contributions on such payment are not permitted or otherwise not accepted, the District will be held harmless from such ORS determination.

4. DFT unit members on the top step of the teachers' salary schedule with less than 15 years of service with the District shall receive a one-time \$2,000 supplemental retention bonus to be paid in a separate pay advice at the end of the school year in June, 2024.
5. Pursuant to PA 112 of 2023, teachers hired after September 1, 2019, shall be incorporated into the teacher salary schedule as set forth above effective August 22, 2023.
6. The top step of DFT unit members not on the teachers' salary schedule shall be increased by 6%.

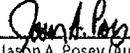
7. DFT unit members with 15 years or more of service with the District and not on the teachers' salary schedule shall receive a one-time \$2000 longevity payment. The district shall pay this longevity payment in a separate pay advice, the fifth paycheck of the school year in 2023-2024. It is understood and agreed that if the ORS determines that retirement contributions on such payment are not permitted or otherwise not accepted, the District will be held harmless from such ORS determination.
8. DFT unit members on the teachers' salary schedule and not on the top step shall advance one step in 2023-24.
9. DFT unit members not on the teachers' salary schedule and not on the top step of their salary schedule shall advance one step in 2023-24.
10. Certified ESE teachers (0250, 0251, and A030) assigned to teach in ESE classrooms shall receive a one-time bonus of \$15,000 at the end of the school year in June, 2024, in a separate pay advice, prorated for late hires.
11. DFT unit members in the following job categories shall receive a one-time bonus of \$2,000. 0150, nurse; 0160, O&M instructor; 0170, occupational therapist; 0180, physical therapist; 0190, music therapist; 0200, psychologist; 0230, school social worker; 0270, counselor; 0300, teacher consultant; 0310, audiologist; 0320, speech pathologist; 0330, speech teacher. \$500 shall be paid in a separate pay advice at the end of each card marking period. Retirees in these job categories shall also receive this bonus.
12. All retirees who return to work for the District and are on the teachers' salary schedule shall be placed on step 15 of the current salary schedule after confirmation of their service experience according to the degree held.
13. Retirees not on the teachers' salary schedule shall be placed on the top step of their assigned positions after confirmation of their service experience.
14. Retirees (including retiree substitutes) shall receive the same supplements, bonuses, or other forms of compensation (except for payment based on years of service and top step supplemental retention bonus) as other DFT unit members in their same job category.
15. Retirees shall not be eligible for any other benefits, shall have zero seniority for purposes of calculating seniority, and shall not be eligible for leaves except those prescribed by law.
16. The current "sick day cash out" program implemented in 2022-23 shall be continued in 2023-24.
17. All full-time DFT unit members shall receive a \$2,000 retention bonus the last week in November. Part-time unit members shall receive a \$1,000 retention bonus the last week in June, 2024. The \$2,000 bonus and the \$1,000 bonus shall be paid in separate pay advice.
18. A DFT unit member in a long-term substitute position on or before September 29, 2023 who remains continuously employed in a long-term substitute position, that is, without a break in service, until the end of the school year, shall receive a \$2,000 retention bonus to be paid through a separate pay advice in the last payroll in the month of June, 2024. A break in service shall be any break, not including scheduled breaks on the school year

calendar, that is longer than five (5) school days between long-term assignments.

19. A DFT unit member in a day-to-day substitute position on or before September 29, 2023 who remains continuously employed in a day-to-day substitute position and works at least three (3) days a week, that is, without a break in service, until the end of the school year, shall receive a \$1,000 retention bonus to be paid through a separate pay advice in the last payroll in the month of June, 2024.
20. Insurance: For 2024, the District shall increase its total cost percentage so as to maintain the DFT bargaining unit employees' current (2023) plan options and premium costs at the same or approximately the same levels and the same or approximately the same dollar amounts, as needed up to the 80% threshold. Also, for 2024 (and in clarification of the foregoing), the District shall maintain the same health insurance providers/carriers--BCBSM, BCN, and HAP. Delete sentence in CBA Article 9, Section A which states that, "The selection of health insurance providers/carriers shall be within the sole discretion of the District." Other insurance coverage such as dental, vision, life, and EAP, shall remain status quo for the 2023-24 year as well; employees shall have the same options and pay the same or approximately the same premiums. The District will pay the increased premium cost for 2024 for the District's current health insurance coverages with the same insurance carriers, provided as follows. It is understood and agreed that should it be found that the District is in danger of not complying with PA 152 with respect to the 80% cap on an employer's health insurance premium contributions, then employee contributions toward health insurance premiums paid via payroll deduction shall be increased only as necessary to put the District back into compliance. The District shall share all data with the DFT regarding any such increases prior to implementation of such deductions.
21. The Transition Center LOA's, Montessori LOA, and Master Teacher LOA and other LOA's to be negotiated and resolved by the parties.

THEREFORE, by the representatives' signatures below, the parties agree to the terms of the 2023-2024 Tentative Agreement (to be incorporated into the CBA) as outlined above.

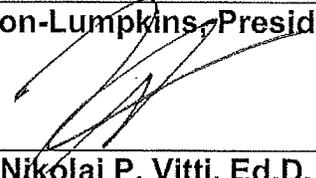
For the Union:

 Jason A. Posey (Aug 21, 2023 16:29 EDT)	Aug 21, 2023
Signature	Date
_____	_____
Signature	Date

For the District:

 Luis Solano (Aug 21, 2023 16:07 EDT)	Aug 21, 2023
Signature	Date
	Aug 21, 2023
Signature	Date

Approved: 
Lakhia M. Wilson-Lumpkins (Aug 21, 2023 16:27 EDT) Aug 21, 2023
Lakhia Wilson-Lumpkins, President, Detroit Federation of Teachers

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

**Detroit Public Schools Community District (DPSCD)
and
Detroit Federation of Teachers (DFT)
Tentative Agreement (Package)
2023-2024**

TERMS:

1. A collective bargaining agreement of one-year effective July 1, 2023 to June 30, 2024.
2. The current salary schedule shall continue as modified below for the 2023-2024 school year, with both parties committing to work toward a new salary schedule to be implemented in 2024-2025. Meetings to begin this process shall begin no later than November 15, 2023.
3. The top step of the DFT salary schedule for teachers (Step 15) shall be increased to the following:
BA-\$73,922; MA--\$86,000; MA+30 --\$86,700; Doctorate; \$87,000. District and DFT representatives to meet to confirm those on top step prior to payment. No other changes to the teacher salary schedule.

2023-24 Salary Schedule (Steps 1-10 not shown)

	BA	MA	MA+30	Doctorate
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	73,922	86,000	86,700	87,000

DFT unit members with 15 years or more of service with the District currently on the teachers' salary schedule shall receive a one-time \$4,500 longevity payment. The district shall pay this one-time longevity payment in a separate pay advice, the fifth paycheck of the school year in 2023-2024. It is understood and agreed that if the ORS determines that retirement contributions on such payment are not permitted or otherwise not accepted, the District will be held harmless from such ORS determination.

4. DFT unit members on the top step of the teachers' salary schedule with less than 15 years of service with the District shall receive a one-time \$2,000 supplemental retention bonus to be paid in a separate pay advice at the end of the school year in June, 2024.
5. Pursuant to PA 112 of 2023, teachers hired after September 1, 2019, shall be incorporated into the teacher salary schedule as set forth above effective August 22, 2023.
6. The top step of DFT unit members not on the teachers' salary schedule shall be increased by 6%.

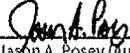
7. DFT unit members with 15 years or more of service with the District and not on the teachers' salary schedule shall receive a one-time \$2000 longevity payment. The district shall pay this longevity payment in a separate pay advice, the fifth paycheck of the school year in 2023-2024. It is understood and agreed that if the ORS determines that retirement contributions on such payment are not permitted or otherwise not accepted, the District will be held harmless from such ORS determination.
8. DFT unit members on the teachers' salary schedule and not on the top step shall advance one step in 2023-24.
9. DFT unit members not on the teachers' salary schedule and not on the top step of their salary schedule shall advance one step in 2023-24.
10. Certified ESE teachers (0250, 0251, and A030) assigned to teach in ESE classrooms shall receive a one-time bonus of \$15,000 at the end of the school year in June, 2024, in a separate pay advice, prorated for late hires.
11. DFT unit members in the following job categories shall receive a one-time bonus of \$2,000. 0150, nurse; 0160, O&M instructor; 0170, occupational therapist; 0180, physical therapist; 0190, music therapist; 0200, psychologist; 0230, school social worker; 0270, counselor; 0300, teacher consultant; 0310, audiologist; 0320, speech pathologist; 0330, speech teacher. \$500 shall be paid in a separate pay advice at the end of each card marking period. Retirees in these job categories shall also receive this bonus.
12. All retirees who return to work for the District and are on the teachers' salary schedule shall be placed on step 15 of the current salary schedule after confirmation of their service experience according to the degree held.
13. Retirees not on the teachers' salary schedule shall be placed on the top step of their assigned positions after confirmation of their service experience.
14. Retirees (including retiree substitutes) shall receive the same supplements, bonuses, or other forms of compensation (except for payment based on years of service and top step supplemental retention bonus) as other DFT unit members in their same job category.
15. Retirees shall not be eligible for any other benefits, shall have zero seniority for purposes of calculating seniority, and shall not be eligible for leaves except those prescribed by law.
16. The current "sick day cash out" program implemented in 2022-23 shall be continued in 2023-24.
17. All full-time DFT unit members shall receive a \$2,000 retention bonus the last week in November. Part-time unit members shall receive a \$1,000 retention bonus the last week in June, 2024. The \$2,000 bonus and the \$1,000 bonus shall be paid in separate pay advice.
18. A DFT unit member in a long-term substitute position on or before September 29, 2023 who remains continuously employed in a long-term substitute position, that is, without a break in service, until the end of the school year, shall receive a \$2,000 retention bonus to be paid through a separate pay advice in the last payroll in the month of June, 2024. A break in service shall be any break, not including scheduled breaks on the school year

calendar, that is longer than five (5) school days between long-term assignments.

19. A DFT unit member in a day-to-day substitute position on or before September 29, 2023 who remains continuously employed in a day-to-day substitute position and works at least three (3) days a week, that is, without a break in service, until the end of the school year, shall receive a \$1,000 retention bonus to be paid through a separate pay advice in the last payroll in the month of June, 2024.
20. Insurance: For 2024, the District shall increase its total cost percentage so as to maintain the DFT bargaining unit employees' current (2023) plan options and premium costs at the same or approximately the same levels and the same or approximately the same dollar amounts, as needed up to the 80% threshold. Also, for 2024 (and in clarification of the foregoing), the District shall maintain the same health insurance providers/carriers--BCBSM, BCN, and HAP. Delete sentence in CBA Article 9, Section A which states that, "The selection of health insurance providers/carriers shall be within the sole discretion of the District." Other insurance coverage such as dental, vision, life, and EAP, shall remain status quo for the 2023-24 year as well; employees shall have the same options and pay the same or approximately the same premiums. The District will pay the increased premium cost for 2024 for the District's current health insurance coverages with the same insurance carriers, provided as follows. It is understood and agreed that should it be found that the District is in danger of not complying with PA 152 with respect to the 80% cap on an employer's health insurance premium contributions, then employee contributions toward health insurance premiums paid via payroll deduction shall be increased only as necessary to put the District back into compliance. The District shall share all data with the DFT regarding any such increases prior to implementation of such deductions.
21. The Transition Center LOA's, Montessori LOA, and Master Teacher LOA and other LOA's to be negotiated and resolved by the parties.

THEREFORE, by the representatives' signatures below, the parties agree to the terms of the 2023-2024 Tentative Agreement (to be incorporated into the CBA) as outlined above.

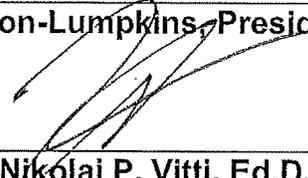
For the Union:

 Jason A. Posey (Aug 21, 2023 16:29 EDT)	Aug 21, 2023
Signature	Date
_____	_____
Signature	Date

For the District:

 Luis Solano (Aug 21, 2023 16:07 EDT)	Aug 21, 2023
Signature	Date
	Aug 21, 2023
Signature	Date

Approved: 
Laskia M. Wilson-Lumpkins (Aug 21, 2023 16:27 EDT) Aug 21, 2023
Laskia Wilson-Lumpkins, President, Detroit Federation of Teachers

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

**Letter of Agreement
between
The Detroit Public Schools Community District (“DISTRICT”)
and
The Detroit Federation of Teachers (“DFT”)
Master Teacher Position**

This document is a Letter of Agreement (the “LOA” or “Agreement”) between Detroit Federation of Teachers, AFT Local 231 (“DFT”) and Detroit Public Schools Community District (the “District”).

WHEREAS, both the DFT and the District desire to improve instruction in Detroit Public Schools Community District schools; and

WHEREAS both the DFT and the District desire to leverage the talent and determination of its teachers and help teachers emerge as deeply trained and empowered instructional leaders; and

WHEREAS, both the DFT and the District wish to continue the Master Teacher role to allow outstanding teachers to remain in the classrooms while developing their skills as leaders in a joint effort to elevate the highest performing teachers and increase the performance of all teachers; and

WHEREAS, the DFT and the District (collectively the “parties”) by their representatives’ signatures below, are entering into this Agreement to modify the parties’ Collective Bargaining Agreement (“CBA”) to add a position titled “Master Teacher.”

Therefore, the parties agree as follows:

1. Term

The term of this Agreement will begin on the execution date of this Agreement and will continue with the parties’ CBA thereafter.

2. Master Teacher Position - DFT

The position of Master Teacher will remain part of the DFT bargaining unit.

3. Master Teacher Position - Description

The Master Teacher is an exceptional practitioner who leads from the classroom and cultivates his/her peers’ ability to deliver excellent instruction and increase student achievement. Master Teachers are not administrators, nor do they take on administrative roles.

The goal of a Master Teacher is to improve a team of teachers’ abilities to effectively plan for and deliver high-quality instruction in pursuit of better outcomes for students. By creating distributive

leadership structures in schools, Master Teachers – in collaboration with school leaders – will increase opportunities for feedback and growth to drive increased student achievement, while building their own capacity as leaders.

Master Teacher roles will be available in literacy and mathematics for grades K-12. A literacy Master Teacher will teach reading and social studies. A mathematics Master Teacher will teach mathematics and science at K-5 level.

4. Master Teacher Position – Eligibility & Minimum Qualifications

Eligibility

For the first round of applicants, only current DPSCD employees may apply. After the first round, the process will be open to outside applicants who meet the criteria.

Minimum Qualifications

To be considered for the position of Master Teacher, a DFT bargaining unit member must possess the following minimum qualifications:

- a. Bachelor's degree
- b. At least three (3) years of teaching experience
- c. Valid state certification in the supported subject area
- d. 'Highly Effective' or 'Effective' evaluation ratings (or equivalent) in each of the last three (3) school years

Application

Candidates must submit: (i) a detailed lesson plan and aligned student work; (ii) a statement of interest; (iii) resume; and (iv) a formal letter of recommendation from an administrator or peer at his/her school ("Application Materials").

Selection

A candidate's Application Materials will be reviewed by a selection committee comprised of senior District leaders, principals and DFT representatives. Following this review, selected candidates will be placed into an eligibility pool for hire by a school. At the school level, principals will convene a selection committee to interview Master Teacher candidates ("School Selection Committee"). The School Selection Committee will consist of the school principal, other members of the school's administrative team and no fewer than two (2) teachers.

6. Master Teacher Position – Renewal Process

A Master Teacher's term is for the academic year in which s/he is placed at a school.

A term can only be renewed upon approval of the District with recommendation from the school principal. If a Master Teacher's renewal is not recommended by the principal at the school where s/he was placed as a Master Teacher, and the Master Teacher wishes to continue as a Master Teacher, s/he will be required to go back through the application, selection and placement process described in Paragraph 5.

7. Master Teacher Position – Placement and Duties

For a portion of the school day, a Master Teacher will teach students to model best practices and generate useful materials for their school and the District, such as exemplary lessons and student work samples. In addition, a Master Teacher will provide a range of support to his/her peers, including but not limited to: (i) leading non-evaluative one-on-one observation and coaching to teachers assigned for support, used solely for the purpose of instructional improvement (ii) facilitating collaborative time; (iii) facilitating co-planning with small teams; (iv) mentoring new or student teachers, i.e., teachers with three years or less experience; (v) provide professional development during staff meetings; and/or (vi) modeling lessons and/or best practices in other teachers' classrooms. The Master Teacher's role is one of support, assistance, and modeling. In no event shall a Master Teacher perform supervisory duties with respect to his/her peers. The responsibilities outlined in items i – vi will be conducted during available preparation and/or release periods assigned by the building Principal, or outside of the regular school day. Such responsibilities outside of the regular school day shall not exceed 5 hours per week. At least 180 minutes of additional support and preparation time will be provided on a monthly basis through Master Teacher meetings during regular school day hours.

A Master Teacher will be required to participate in, and attend, district-led professional development to support their professional growth and the implementation of district-wide initiatives. This professional development will include mandatory Master Teacher events scheduled outside of the regular school year or regular day hours, such as: (i) an annual summer professional development institute that will not exceed five (5) days in length and that will take place one week after the conclusion of summer school or one week before the start of the school year for teachers; and (ii) monthly school-year sessions not to exceed 10 hours per month.

In consultation and arrangement with the school principal, a Master Teacher may receive one (1) additional preparation period per week in order to facilitate the performance of Master Teacher duties.

8. Transfers

Master Teachers agree not to seek voluntary transfer during the school year.

9. District Discretion

The parties hereby agree that the District shall have the sole discretion to make the determinations as to a DFT bargaining unit member's eligibility to serve as a Master Teacher, based upon the language set forth herein and the District's understanding thereof.

Further, the parties agree that the District has sole discretion to determine if a Master Teacher's term is renewed or continued. If the Master Teacher's term is not renewed or continued, then s/he will become a classroom teacher (0250) and will cease to receive the Master Teacher stipend consistent with the terms of Paragraph 11 below.

10. Salary

A Master Teacher will be compensated pursuant to the Salary Schedules included in the CBA.

11. Stipend

A Master Teacher will receive an annual stipend of Five Thousand Dollars and 00/100 (\$5,000.00) ("Stipend") in addition to his/her regular salary. The Stipend will be paid in equal disbursements over the 39-week payment schedule used for DFT members. To receive the stipend, Master Teachers will minimally provide direct, in-person coaching, and support services as delineated in weekly master teacher coaching logs as described in Section 7.

A Master Teacher will only receive disbursement of the Stipend for the time period s/he works as a Master Teacher on a pro-rated basis. For example, if a DFT bargaining unit member is appointed as a Master Teacher for the school year but only participates in the program from August until February, the teacher will be paid the Stipend for that specific period and will not receive Stipend payments in the remaining months of the school year.

Additionally, if a Master Teacher is not appointed until after the start of a school year, then s/he will receive a pro-rated Stipend beginning on the date of appointment. For example, if a Master Teacher is appointed in December 1 of each school year, s/he will receive a proration of the Stipend beginning December 1 and through the remainder of that school year.

12. Log of Work Performed

To receive Stipend payments, a Master Teacher must submit a log of activity detailing all activities and services performed during the applicable pay period ("Log").

The Log must minimally include: (i) Master Teacher name; (ii) the name of school at which services were rendered; (iii) dates of activities/services; (iv) the time frame when activities/services took place (i.e., hours, minutes, etc.); (v) a description of the activities and services rendered; (vi) the area of support provided (i.e., English Language Arts, Mathematics, etc.); (vii) name of teacher that the Master Teacher worked with, if applicable; and (viii) any next steps or follow up work that will occur. Also, the Log must be approved by the Master Teacher's supervisor and bear the Master Teacher's supervisor's original signature.

14. 2023 Master Teacher Institute

Master Teachers who participated in the 2023 Master Teacher Summer Institute will be paid at the workshop rate for hours attended the summer professional development institute for 2023 only. It is agreed that this Section 14.A will sunset and expire on June 29, 2024 and will not carry

forward in any "roll over" of the current Master Teacher LOA, unless otherwise expressly negotiated by the parties.

B. The parties will collectively bargain for future summer payments in subsequent negotiations, and it is further understood and agreed that payment for the summer professional development institute will have to be expressly agreed to for years following 2023.

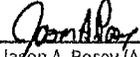
The validity, interpretation and performance of this Agreement shall be governed in all respects by the laws of the State of Michigan.

13. Governing Law

The validity, interpretation and performance of this Agreement shall be governed in all respects by the laws of the State of Michigan.

THEREFORE, by the representatives' signatures below, the parties agree to the terms of the LOA as outlined above.

For the Union:


Jayon A. Posey (Aug 21, 2023 16:48 EDT)

Signature

Signature

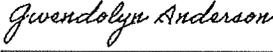
Aug 21, 2023

Date

For the District:


Luis Solano (Aug 21, 2023 15:48 EDT)

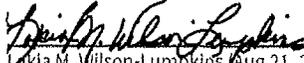
Signature


Gwendolyn Anderson

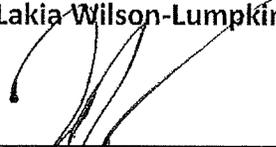
Signature

Aug 21, 2023

Date

Approved: 
Lakia M. Wilson-Lumpkins (Aug 21, 2023 16:46 EDT)

Lakia Wilson-Lumpkins, DFT President

Approved: 

Nikolai Vitti, Ed.D., General Superintendent

**DETROIT FEDERATION OF TEACHERS
SALARY SCHEDULES FOR 2023-2024**

Teacher/Instructional Personnel

Step	BA	MA	MA+30	Dr.
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	69,726	81,120	81,820	82,120 (2022-23)
15	73,922	86,000	86,700	87,000 (2023-24)

Academic Interventionist and Special Instructor

1	40,456 (2022-23)
1	42,883 (2023-24)

Accompanist

5	43,605 (2022-23)
5	46,221 (2023-24)

Assistant Attendance Officer

1	25,309 (2022-23)
1	26,828 (2023-24)

Attendance Agent (Steps 1-10 are the same as the Teacher salary schedule.)

11	55,239	62,887	63,587	63,887 (2022-23)
11	58,553	66,660	67,360	67,660 (2023-24)

JROTC Assistant Instructor

1	47,000 (or MIP, if greater)
2	50,300 (or MIP, if greater)

- 3 53,600 (or MIP, if greater)
- 4 56,900 (or MIP, if greater)
- 5 60,200 (or MIP, if greater)
- 6 66,040 (or MIP, if greater) (2022-23)
- 6 70,002 (or MIP, if greater) (2023-24)

JROTC Instructor

- 1 52,000 (or MIP, if greater)
- 2 56,400 (or MIP, if greater)
- 3 60,800 (or MIP, if greater)
- 4 65,200 (or MIP, if greater)
- 5 69,600 (or MIP, if greater)
- 6 76,960 (or MIP if greater) (2022-23)
- 6 81,578 (or MIP, if greater) (2023-24)

Substitute, 1,2, and 3

- 1 160 per day (2022-23)
- 1 170 per day (2023 24)

Substitute, 4

- 1 175 per day (2022-23)
- 1 185 per day (2023-24)

FAQ SHEET RE: 2023-2024 TENTATIVE AGREEMENT



1. If I am on step 15 and I have 9 years of service with the district, am I entitled to any other bonuses?
Yes! The Top Step Bonus is meant to capture all members on the top salary step (15) with less than 15 years of service.
2. If I am a teacher hired after September 1, 2019, am I on the union negotiated teacher negotiated salary schedule?
Yes! PA 112 of 2023 restores new hires after 2019 to the union negotiated teacher salary schedule effective immediately.
3. If I am on steps, do I advance a step?
Yes! You will proceed to the next step of the union negotiated teacher salary schedule.
4. If I am on Step 15, am I getting a raise?
Yes! Bargaining unit members on the union negotiated salary schedule will receive a 6% increase.
5. If I am not on the teacher salary schedule, and am at the maximum salary do I get a raise?
Yes! Bargaining unit members not on the union negotiated salary schedule will receive a 6% increase.
6. If I am a long-term substitute, am I eligible for any bonuses?
Yes! Long-term substitutes with less than 5 days break in service are eligible for the retention bonus to be paid in June of 2024.
7. If this is my 16th year with the district and I am an attendance agent, what will my compensation be?
Attendance Agents are on the teacher's salary schedule up to Step 11. Your compensation will be the next salary step according to last year's step, you are eligible for the retention bonus of \$2000, and the longevity payment of \$4500.
8. If I am an Academic Interventionist, am I getting a raise?
Yes! Your salary has increased 6% raise. The new annual salary is \$42,883