

TENTATIVE AGREEMENT

EAST DETROIT PUBLIC SCHOOLS

-and-

EAST DETROIT FEDERATION OF TEACHERS

The Parties tentatively agree, subject to ratification, as follows with regard to the expired Collective Bargaining Contract (2007-10) (the "Agreement") between the EDFT (including Para Professionals) (Collectively "Members"):

- 1) A new Agreement shall be in effect between the parties, with the terms and conditions described herein, for the period of September 1, 2010 through August 31, 2012 (the "Term").
- 2) Except as modified in this Tentative Agreement, all terms and conditions in the expired Agreement shall remain in effect through the Term.
- 3) Health Insurance.

Contribution.

Beginning (and retroactive to) July 1, 2011, all Members shall contribute 20% toward the annual cost of the Blue Cross/Blue Shield Community Blue 5 plan (as modified), based upon the illustrative rate calculated by McGraw Wentworth for the 2011 plan year. The dollar value of this contribution shall remain in effect through August 31, 2012 (after which it shall be adjusted to match the 2012 plan year illustrative rate), regardless of whether the illustrative rate is reduced. In the event the illustrative rate rises for the 2012 plan year, the dollar value shall be adjusted upward to reflect a 20% contribution to the newly revised illustrative rate. For plan years subsequent to the 2012 plan year, all Members shall contribute an amount equal to 20% of the then-current annual illustrative rate.

Plan Change

Effective January 1, 2012, the health insurance that Members shall enjoy (subject to the contribution set forth above) shall be Blue Cross/Blue Shield Community Blue EDPS Option 5 on the attached benefits summary page.

- 4) Compensation. Beginning July 1, 2011, all Members shall be compensated as follows:

Teachers

a. Teachers shall undertake three days for which they will not be required to report to work and for which they shall not receive pay (a "Furlough Day"). One Furlough Day shall be September 1, the remaining two Furlough Days shall occur on snow days, for which Teachers shall not be required to report to work and for which they will not be compensated. In the event there is only one snow day, then the remaining Furlough Day shall be June 15. In the event there are no snow days, the remaining Furlough Days shall be June 15, and each of the records and



conference comp half days after March 31. In subsequent calendars, these furlough days shall be adjusted to fit like and similar times which do not disrupt instruction.

b. Teachers shall be compensated based upon the attached wage schedule. Steps whose numbering bears a suffix "T" shall be deleted from the wage schedule at such time as the parties jointly agree, in their sole discretion, that the District has emerged into fiscal solvency.

It is the intent of the parties that the cumulative effect of the revised wage schedule is to represent a total 10% reduction in wages, with the new wage schedule reflecting a 6.7% wage reduction and the three Furlough Days each accounting for 0.6% wage reduction and the remaining 1.5% to be accomplished through revisions to benefits to be adopted by the Parties not later than September 1, 2011. In the event that no revision to benefits is agreed upon by the Parties, then the attached wage schedule shall be reduced at all steps and lanes by 1.5%, retroactive to July 1, 2011 and applied as such going forward.

Para Professionals

a. Para Professionals shall undertake a reduced wage of \$14.00 per hour, with the exception of the Grandfathered Vocational Media Para Professional, who shall undertake a reduced wage of \$18.00 per hour. Upon the separation of this individual from employment with the District, there shall be no Grandfathered Vocational Media Para Professional and this step and lane shall be deleted from the Agreement.

b. Para Professionals shall experience the same Furlough Days as the Teachers.

5) Beginning July 1, 2011 and for all staff hired thereafter, longevity payments shall be indefinitely suspended.

6) Beginning July 1, 2011, no mileage shall be reimbursed for travel.

7) The attached Elementary Day Agreement shall be implemented.


8) Although the parties will not undertake a wholesale revision of the Agreement in the wake of the passage of Public Acts 100, 101, 102 and 103 of the Public Acts of 2011 (the "Public Acts"), any terms and conditions (including practices predicated thereon) contained within the Agreement contrary to said Public Acts shall be null and void and of no impact upon the parties. The fact that any language contrary to the Public Acts may remain in the Agreement does not indicate that the District will proceed, in any situation, in the manner outlined in the Agreement, but rather the District hereby reserves to itself and incorporates into its managements rights all subjects of bargaining which would, in addition to the District's management rights under the Agreement (as set forth in Article 4.3), be prohibited subjects of bargaining under the Public Acts. In the event of arbitration, arbitrators shall read the Agreement as if any section or language contrary to the Public Acts had been deleted. In the event that the Public Acts are repealed or otherwise amended, the parties shall negotiate terms and conditions to replace any of the sections of the Agreement which were voided by the Public Acts.

The foregoing is subject to the ratification of the EDFT membership and the District's Board of Education.



EAST DETROIT PUBLIC SCHOOLS

Dated: August 29, 2011


By: Joseph B. Urban


Its: Chief Negotiator

EAST DETROIT FEDERATION OF TEACHERS

Dated: August 29, 2011


By:

Its: *Negotiation Team*


Laurie Hillebrand
Sinda A. Clinton

New wage schedule

Step	BA salary	MA salary	EDS salary	EMD salary
0-1	\$37,000	\$40,200		
1	\$39,200	\$42,200	\$45,200	\$48,700
2	\$41,500	\$44,500	\$47,500	\$51,000
3	\$43,500	\$46,500	\$49,500	\$53,000
4	\$45,500	\$49,500	\$52,500	\$56,000
5	\$47,500	\$51,500	\$54,500	\$58,000
6	\$49,500	\$53,500	\$56,500	\$60,000
6.5T		\$55,000		
7	\$51,500	\$56,500	\$59,500	\$63,000
8	\$53,500	\$58,500	\$61,500	\$65,000
9	\$55,500	\$60,500	\$63,500	\$67,000
10	\$57,500	\$63,500	\$66,500	\$70,000
11	\$59,500	\$65,500	\$68,500	\$72,000
12	\$61,500	\$67,500	\$70,500	\$74,000
12.5T		\$69,000		
13	\$63,500	\$70,500	\$73,500	\$77,000
13.5T	\$64,500	\$71,750		
14	\$65,500	\$72,500	\$75,500	\$79,000
15	\$67,500	\$74,500	\$77,500	\$81,000
pre-2010		\$76,500	\$79,500	\$83,000

Teachers - EDFT

Requester: EDFT
 Requested: EDFT

Requester: EDISA, LOCAL 120, EMSA, EDGOLA

Requester: EDFT

	EDPS Current Plan Benchmark 20% Employee Payment	EDPS Option 5 PPO 3 with Rx \$7,\$35,\$70 20% Employee Payment
Plan		
Employee Cost	100% after copay of \$20	100% after copay of \$20
Primary Services	100% after copay of \$100	100% after copay of \$100
Office Visit Copay	100% after copay below	100% after copay below
Emergency Room Copay	\$10	\$7
Prescription Drugs:	\$40	\$35
Generic:	\$40	\$70
Brand On Formulary List		
Brand Not On Formulary List		
Other Services (n)		
Annual Deductible (member pays)	\$100	\$250
Single	\$200	\$500
Family	10%	20%
Coinsurance (member pays)		
Annual Coinsurance Limit	\$1,000	\$1,000
Single	\$2,000	\$2,000
Family	0.0%	20.0%
Monthly Employee Premium (2) (3)	\$91.90	\$82.24
Single	\$218.66	\$195.59
Two	\$273.58	\$244.70
Family		
Annual Costs		
Gross Cost	\$3,114,706	\$2,786,052
Employee Premiums	(\$522,941)	(\$557,210)
Net Cost to EDPS	\$2,491,765	\$2,228,841
Gain In Excess of Target (can be used as pay offset)	\$0	(\$262,924)

Notes:
 1. Assumes launch at July 1, 2011 with employee cost based on calendar year 2011 illustrative rates