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

Gelitin Tec

Dated: August 29, 2011

By:

Joseph B. Urban

Its:

Chief Negotiator

EAST DETROIT EXPERATION OF TEACHERS

Dated: August 29, 2011

New wage schedule

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		\$79,000		\$7.00	**************************************	574.250	57.99		5			· · · · · · · · · · · · · · · · · · ·		\$58.000				8 9 9 9		



Elementary Day Agreement

	W 18	,			
	Lower E	TDa	V **		Lower el. Specials **
	8:00		11:05	185 min.	8:05 to 8:57 special #1
	11:05	to	11:35	30 min. (A)	9:02 to 9:54 special #2
	11:35	to	2:45	190 min.	9:59 to 10:51 special #3
					10:51 to 11:05 lunch set up
	8:00	to	11:35	215 min.	11:05 to 12:35 sp. Prep/lunch
	11:35	to	12:05	30 min. (B)	12:05 to 12:46 lunch clean up
	12:05	to	2:45	160 min.	12:46 to 1:38 special #4
					1:43 to 2:35 special #5
	8:00	to	12:05	245 min.	and the second second of the s
	12:05	to	12:35	30 min. (C)	The EDFT and EDPS administration enter into this agreemen
٠	12:35	to	2:45	130 min.	the modification of the elementary school day. It will become
					part of the general CBA from this point forward. It will null
	Lower E	11/	2 day **		sections 3.2.4 & 10.3.2 of the pre-existing CBA. The attache
	8:00	to	11:03	183 min.	schedules and directives reflect the agreement between the
	11:03	to	11:46	43 min.	parties.
	11:46	to	1:46	120 min.PLC	3/11/11 - Lincoln Stocks, President EDFT
					Joanne Lelekatch, Superintendent EDPS

to this agreement on lay. It will become a ard. It will nullify BA. The attached ent between the

** REVISED DUE TO TRANSPORATION SCHEDULING

6. Normal progressive discipline policy applies after this. 7. The serious illness clause of 7.4 in contract still applies.

Upper el. da	зy		
3 lunches			Upper el. specials
8:30 to	11:35	185 min.	8:35 to 9:27 special #1
11:35 to	12:05	30 min. (A)	9:32 to 10:24 special #2
12:05 to	3:15	190 min.	10:29 to 11:21 special #3
			11:21 to 11:35 lunch set up
8:30 to	12:05	215 min.	11:35 to 1:05 sp. Prep/lunch
12:05 to	12:35	30 min. (B)	1:05 to 1:16 lunch clean up
12:35 to	3;15	160 min.	1:16 to 2:08 special #4
			2:13 to
8:30 to	12:35	245 min.	
12:35 to	1:05	30 min. (C)	PLC attendance policy:
1:05 to	3:15	130 min.	1.1st Failure to attend a full day PLC =warning
			2. 2nd failure to attend a full day PLC = verbal reprimand
Upper El 1/	2 day		3. 2nd failure to attend half day PLC =warning
8:30 to	11:33	183 min.	4. 3rd failure to attend half day PLC=verbal reprimand
11:33 to	12:16	43 min.	5. Once a warning is issued the next failure to attend will result in a verbal r

120 min.PLC

2:16

12:16 to

^{**5} minutes of lunch counts toward school day as passing time.

^{**}This creates a 380 minute day and puts us at 1105.76 hours.

^{**30} minutes at lunch

^{**52} minutes specials

^{**5} slots to schedule specials and flexibility to combine or alter presentation if needed.

^{**10} minutes at end of day for final dismissal after last specials

^{**}Administration has agreed to conduct a study to facilitate quicker and more efficient service of lunch to accommodate more recess time for students.

^{**}Dismissal& lunch processes won't change from current practice, but more lunch aide help.

^{**}Specials teachers will impliment a mentoring program for all students as their schedules

^{**} Specials have chance to create corrective/enrichment programs as schedules allow.

^{**1/2} day specials will either rotate am/pm or be condensed as determined by schedule.



Existing (Spinite Epinonia)

Teachers - EDFT

Printing (Spinite Plan : Beginning July 1, 2011) for a full we have a full printing (Spinite Plan : Beginning July 1, 2011) for a full we have a full printing (Spinite Plan : Beginning July 2015) for a full printing (Spinite Plan : Beginning Spinite Plan : Beginning July 1, 2011 for a full we have a full printing spinite Plan : Beginning July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full we have a full printing July 1, 2011 for a full printing J

	EDPS	EDPS
	Current Plan	Option 5
Plan	Benchmark	PPO 3 with Rx \$7/\$35/\$70
Employee Cost	20% Employee Payment	20% Employee Payment
Primary Services		
Office Visit Copay	100% after copay of \$20	100% after copay of \$20
Emergency Room Copay	100% after copay of \$100	100% after copay of \$100
Prescription Drugs	100% after copay below	100% after copay below
Generic	\$10	78
Brand On Formulary List	\$40	\$3 30
Brand Not On Formulary List	\$40	\$70
Other Services (1)		
Annual Deductible (member pays)		
Single	\$100	\$250
Family	\$200	\$500
Coinsurance (member pays)	10%	20%
Annual Coinsurance Limit		
Single	\$1,000	\$1,000
Family	\$2,000	\$2,000
Monthly Employee Premium (2) (3)	0.0%	20.0%
Single	\$91.90	\(\sigma \)\(\)
Two	\$218.66	\$195.59
Family	\$273.58	\$24470)
Annual Costs		
Gross Cost	\$3,114,706	\$2,786,052
Employee Premiums	(\$622,941)	(\$557,210)
Net Cost to EDPS	\$2,491,765	\$2,228,841
Gain In Excess of Target (can be used as pay offset)	\$0	(\$282,924)
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Notes:
1. Assumes launch at July 1, 2011 with employee cost based on calendar year 2011 illustrative rates.

\$400044