

**Changes in the
Collective Bargaining
Agreement for the
2006-09 School Years**

(16 Pages to document)

(The 2007-08 Academic Calendar is on Page 13 of this document.)

CHANGES IN THE COLLECTIVE BARGAINING AGREEMENT FOR THE 2006-09 SCHOOL YEARS

(Changes for the 2005-06 school year as well as the complete text of the collective bargaining agreement can be found by clicking here or going to the red button labeled contract on the home page.)

The following pages contain additions and revisions in the Agreement between the Detroit Federation of Teachers and the School District of the City of Detroit. The text is subject to typographical errors, rearrangement in order, technical modifications and changes in style. Additional appropriate changes in dates will be made. All other parts of the agreement will continue without change.

DETROIT FEDERATION OF TEACHERS OFFICERS AND EXECUTIVE BOARD

Janna K. Garrison, President

Virginia Cantrell, Executive Vice President

Marjorie E. McWilliams, Vice President

George Adams, Vice President

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Anita D. Daly

Gregory Johnson

Marjorie Jones

Sidney G. Lee

Mearon Lewers

Othniel McGriff

Ricardo Thomas

Sharron Thompson

Paula Trilety

**THE EXECUTIVE BOARD
RECOMMENDS ADOPTION OF
THIS PACKAGE AS THE
2006-09 AGREEMENT
FOR MEMBERS OF THE
DETROIT FEDERATION OF TEACHERS**

The following pages contain additions and revisions in the Agreement between the Detroit Federation of Teachers and the School District of the City of Detroit. The text is subject to typographical errors, rearrangement in order, technical modifications and changes in style. Additional appropriate changes in dates will be made. All other parts of the agreement will continue without change.

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Settlement Proposal
to
The Detroit Federation of Teachers Local 231
September 12, 2006

Article IV – Salary Schedules:

1. The salary schedules negotiated by the parties are set forth in Appendix A, attached hereto and shall be in effect for the 2006-2007 through 2008-2009 school years:
 - A. The salary for the 2006-2007 school year shall be the salary in effect for the 2005-2006 school year with increment steps restored.
 - B. A base salary increase of 1% for all bargaining unit members (unless specified elsewhere in the agreement) effective July 1, 2007.
 - C. A base salary increase of 2.5% for all bargaining unit members (unless specified elsewhere in the agreement) effective July 1, 2008.
2. In the event the “K-16 Initiative” passes and is implemented, the parties agree to meet and confer following the completion of the 2006-2007 comprehensive annual financial report to discuss an increase in compensation, in a form to be decided, for 2008-2009 above the guaranteed 2.5%. If there is no net state funding increase as a result of the passage, there shall be no obligation to meet and confer.

The School District of the City of Detroit shall repay the five (5) paydays borrowed during the 2005-2006 school year as follows:

1. Two of the 5 days borrowed during the 2005-2006 school year that were scheduled to be repaid in December 2006 shall be repaid September 19, 2006.
2. All borrowed days scheduled to be repaid during the 2007-2008, 2008-2009 and 2009-2010 school years shall be repaid during the 2007-2008 school year on or before December 31, 2007.

Appendix A – New language to replace current language

1. RE-EMPLOYMENT OF DETROIT TEACHERS

Salary Rate

Amended Language: Effective October 1, 2006, a teacher who resigns and is subsequently re-employed by the Board shall be re-employed as a probationary teacher, but shall be given experience credit up to the salary step to which his/her previous Detroit experience entitles him/her plus credit for outside teaching experience on the salary schedule as described in #2 below. No teacher shall begin re-employment beyond Step 9 on the salary schedule unless at the time of separation from the Board they were at Step 10.

allowed credit on the salary schedule for up to two (2) years of outside teaching experience. Credit is gained only if at the time the teaching service was rendered the teacher met the present Detroit minimum requirements for contract status.

Article IV, Salary Schedule – New Sections 7 and 8 to read:

7. For the 2006-2007 school year

For all purposes in this Agreement which a daily rate is not specified, including but not limited to, the payout of sick days upon retirement, the determination of pay reductions for employees who are unable to supplement time off with appropriate sick time, the payback of days borrowed during the 2005-2006 school year, the compensation for oversized classrooms pay for extended work/assignments, and separation pay owed pursuant to previously decided arbitrations, the daily rate of pay shall be an employee's annual salary as provided in the appropriate salary schedule divided by 195.

8. The annual salary for the 2006-2007 school year shall be adjusted to reflect the deduction of 3 days' pay plus Labor Day.

**Modify Letter of Understanding, October 1999
Conditions of Work for Retired Teachers:**

Retired teachers paid at Step 1 effective July 1, 2006.

Article XVII Section B – New #10:

10. For the 2006-2007 school year all bargaining unit members shall have frozen five (5) sick days of their 2006-2007 allotment. These five (5) sick days will be paid at the current regular rate upon retirement.

Bonuses: (Modifies Attendance Incentive and Letter of Agreement on Critical Shortage and Student Teachers)

Beginning the 2006-2007 school year the Critical Shortage Bonus, Student Teacher Bonus and Attendance Incentive shall be eliminated and increase BA step 1 by \$2,000.

Article XVII – Insurance

B. Group Insurance

1. Effective the 2006-2007 school year all bargaining unit members shall be required to pay ten percent (10%) of the premium for health insurance.

Substitutes:

NOTE: Changes proposed would apply to all appropriate portions of the Agreement.

1. A. There will be three categories of substitute teachers defined as follows:
Substitute I – Retired teachers who may work a schedule from 1 to 5 days.
Substitute II – Non-contract teachers who do not meet the qualifications as defined for Substitute III.

annual requirement to complete a minimum of six (6) hours of coursework in an approved plan of study leading toward teacher certification.

B. Substitute teachers will be assigned to classification and assignments based on the following prioritized order:

- Certified teachers
- Non-certified teachers who have at least 15 semester hours of professional education as defined by the Michigan Department of Education.
- Non-certified teachers who have less than 15 but more than 6 semester hours of professional education as defined by the Michigan Department of Education.
- Non-certified teachers who have fewer than 6 semester hours of professional education as defined by the Michigan Department of Education and who are enrolled in an approved plan of work.

C. Substitute IIs and Substitute IIIs are required to work five days per week unless the Division of Human Resources approves a requested alternative schedule consisting of less than 5 days. All substitutes for whom such alternative schedules are made shall be classified and paid at the Substitute II rate.

D. The District shall determine the maximum number of substitutes in each category. In the event the number of employees who meet the requirements of Substitute III exceeds the number determined by the District, the Substitute III positions shall be filled according to the priorities in Section B above. Time served as a substitute with the District shall be the tie-breaker in the event that the District assigns Substitute IIIs, who have the same credentials, to serve as a Substitute II.

2. Revise compensation of substitutes from page 89 as follows:

Compensation:

Daily Rates:

Substitutes I and II: \$112

Substitutes III: \$140

Benefits:

Substitutes I and II

No benefits except as provided by law

Substitutes III

Health, dental, optical
(Employee and Full Family
with 10% premium sharing)

Layoff Notice: 1 day

Layoff Notice: 2 days

Life Insurance (employee only)

Ten (10) Sick Days

The District shall provide full family health and dental insurance for regular employees and their dependents. Benefits for Substitutes are as specified in Article XIV of this Agreement. (See Appendix.)

4. Modify the following paragraph from Appendix A, Section 2 as follows:

One year's credit on the salary schedule is allowed for 180 days of substitute service in the Detroit Public Schools. Effective October 1, 2006, maximum allowance for such substitute teaching shall be 2 steps upon subsequent approval for contract status. Former Limited License Instructors who became Long-Term Substitutes on January 14, 2006 may be given credit up to Step 7 of the salary schedule provided they achieve full Michigan certification by August 31, 2007 and are placed in a contract position appropriate for their certification for the 2007-2008 school year.

5. Revise Article XIV, Section B:

A Substitute III who does not maintain eligibility may be reclassified as a Substitute II at the District's discretion at any time during the school year. Reclassification of Substitute II's who achieve Substitute III eligibility and notify the District at any time after the first scheduled day of school for students, shall take place at the beginning of the following school year. Refusing an assignment will result in reclassification to Substitute II or termination at the District's discretion.

Modifies Article I, Section C:

During negotiations for the 2006-2008 Collective Bargaining Agreement, the parties agreed as follows:

1. The parties agree to the concept of an automatic dues check-off.
2. The specific language of the automatic dues check-off provision shall be worked out between the parties.
3. The language referred to in Paragraph 2, above, must contain provisions containing language that the DFT will hold the District harmless for any claims by DFT members, and that the obligation to begin taking deductions shall occur in the first pay period 30 days after the effective date or personnel action date, whichever is later.

Article VII, School Day – Add a new section B.4 to read:

4. One teacher meeting per month shall be used for all teachers to participate in IEP development and implementation meetings.

Article VIII, Teacher Assault – Add new paragraph to L:

The parties shall form a joint committee to address how the District handles physical and verbal assaults on teachers, including proper placement of the student. The committee shall be comprised of an equal number of union and district representatives, shall hold its first meeting no later than January 1, 2007, and shall meet no less than monthly unless the committee decides otherwise.

Effective the 2006-2007 school year, all teachers within grades K-5 shall have four (4) preparation periods per week, which shall include the common preparation period. This shall be for the 2006-07 and 2007-08 school years only.

Article VII, School Day – Revise Sections C, #1, 2 and 3 to read:

- C. 1. The regular school day in elementary schools and K-8 for assigned teaching, planning and consultation functions shall be exactly 7 hours and 10 minutes, which shall include a forty (40) minute duty-free lunch.

In order to assist with the supervision of students upon entry, elementary teachers are to be on duty at their rooms at the entry bell.

2. In middle schools the regular school day for assigned teaching, planning and consultation functions shall be exactly 6 hours and 45 minutes, which shall include a twenty-five (25) minute duty-free lunch.
3. In high schools the regular school day for assigned teaching, planning and consultation functions shall be exactly 7 hours and 12 minutes, which shall include a fifty-five (55) minute duty-free lunch.

The high school lunch committee which was formed during the 2005-2006 school year shall reconvene for the purpose of completing the task assigned to it. The committee shall forward its joint recommendations to the General Superintendent for implementation in the 2007-2008 school year.

Article XVIX, Financial Review Committee – New Section O:

1. The parties shall form a Financial Review Committee that will meet on a monthly basis beginning no later than December 1, 2006 throughout the life of this Agreement to discuss the following topics:
- The District's use of special purpose funds received from both the State and the Federal Government.
 - Teacher Service Formulas.
 - Means to eliminate missed preparation periods.
 - Any other subject which the parties agree could result in financial savings to the District's general fund.
2. Each party shall select a person to serve as co-chair of the committee. Each co-chair shall select two representatives to attend any meetings.
3. The committee shall prepare formal minutes from each meeting and may prepare and submit recommendations. The minutes and recommendations shall be provided on a quarterly basis to the Board of Education's Finance Committee.

Add the following language to Article XVI, Section B – Benefit Termination or Limitation. #7 as follows:

7. Impetigo. In addition, the sick leave bank shall not be charged for three days of absence for classroom teachers who contract head lice or ringworm on the job.

Article XII, Recall:

Notification of recall – Replaces a and b:

Shall be forwarded to the employee at the employee's last known address by registered or certified mail, which may include overnight mail. It shall be the responsibility of the employee to notify the District of any change of address immediately after such change.

Article VIII, Legal Liability – New Section N:

By their representatives' signatures below, the parties agree to modify the July 1, 2005 to June 30, 2006 Collective Bargaining Agreement as contained herein.

1. In the event that a legal action or complaint is filed against the employee involving actions taken by the employee/defendant in his/her authorized employment capacity for the school district, the District will provide legal representation and indemnification provided that:
 - a. A copy of the Complaint and Summons or other relevant legal papers is transmitted to the District's Office of the General Counsel *within seven (7) calendar days or five (5) business days* after service upon the employee/defendant.
 - b. If at any time prior to or during the District's representation and indemnification of the employee, pursuant to the District's investigation and *reasonable* determination, it is determined that the employee/defendant was not acting within the scope of his/her authorized authority and duties as a representative and employee of the district, the District shall withdraw representation and cease its obligation to indemnify.
 - c. If at any time prior to or during the District's representation and indemnification of the employee, pursuant to the District's investigation and *reasonable* determination, it is determined that the employee/defendant's actions were not in accord with District policy in carrying out the functions that give rise to the legal action, the District shall withdraw representation and cease its obligation to indemnify.
 - d. If at any time prior to or during the District's representation and indemnification of the employee, pursuant to the District's investigation and *reasonable* determination, it is determined that the employee's actions were illegal or criminal in nature, the District shall withdraw representation and cease its obligation to indemnify.

legal representation or indemnification for the employee if he/she has been charged with criminal or illegal activity arising from the employee's actions during the course of his/her employment.

3. As a prerequisite to receiving legal defense/indemnification, an employee who requests legal defense or indemnification pursuant to this Agreement, shall cooperate in the investigation and defense of his/her case.
 - a. The employee's failure to cooperate could result in denying or withdrawing the defense and indemnification. Prior to withdrawal, the District will provide *written notification to the employee and the DFT which lists the specific areas in which cooperation is lacking. Within five (5) business days of receipt of such notification from the District, the Union shall attempt to secure the employee's cooperation.*
 - b. The Union or employee shall, *within five (5) days of receipt of the notification, notify the District in writing with a detailed explanation as to how the specific areas in which cooperation is lacking will be remedied. If such notification is not received within the five day period, or the detailed explanation is not satisfactory to the District, the District may withdraw representation and cease its obligation to indemnify.*
 - c. *Any subsequent failure to cooperate by the employee will result in the withdrawal of representation and indemnification.*
4. The provisions of this Agreement are not intended to prevent an employee from retaining legal representation other than that provided by the district. If however, an employee elects to obtain legal representation outside of DPS, the employee is fully responsible for any and all costs, legal fees, interest or judgments which result from the legal process.
5. *With the exception of Article VIII of the Collective Bargaining Agreement, decisions by the District with respect to the provision of legal representation and indemnification to individual employees shall not be subject to the grievance procedure, provided, however, in the event the DFT disagrees with the District's decision on reasonable grounds, at the Union's request it may meet with the Office of the General Counsel for DPS for the purpose of appealing such decision.*

Article XXVII, Duration – Revise Article to read:

All provisions of the 2002-2005 Agreement, as modified by the 2005-2006 Agreement, not specifically changed by mutual agreement shall be carried forward in the new Agreement.

This Agreement shall be effective, except where expressly stated to the contrary, as of July 1, 2006 and shall continue in effect through June 30, 2009.

AGREEMENT EFFECTIVE 07/01/06

Accompanist (39 Weeks)			
Step	Annual	22 Pays	26 Pays
1	\$32,764	\$1,489.27	\$1,260.15
2	34,117	1,550.77	1,312.19
3	35,446	1,611.18	1,363.31
4	36,783	1,671.95	1,414.73
5	38,122	1,732.82	1,466.23

Assistant Attendance Officers (39 Weeks)			
Step	Annual	22 Pays	26 Pays
1	\$14,862	\$675.55	\$571.62
2	15,163	689.23	583.19
3	15,466	703.00	594.85
4	15,767	716.62	606.42
5	16,070	730.45	618.08
6	16,370	744.09	629.62
7	16,673	757.86	641.27
8	16,974	771.55	652.85
9	17,185	781.14	660.96

Counselor (Promoted) (39 Weeks)			
Degree	Annual	22 Pays	26 Pays
Masters	\$71,446	\$3,247.55	\$2,747.92
Masters + 30	72,146	3,279.36	2,774.85
Doctorate	72,446	3,293.00	2,786.38

JROTC - Assistant Instructor			
Months	Annual	22 Pays	26 Pays
10	TBD	---	---
12	TBD	---	---

Work Study Assistant			
Step	Annual	22 Pays	26 Pays
1	\$35,191	\$1,599.59	\$1,353.50
2	37,487	1,703.95	1,441.81
3	39,780	1,808.18	1,530.00

JROTC Instructor			
Months	Annual	22 Pays	26 Pays
10	TBD	---	---
12	TBD	---	---

DETROIT FEDERATION OF TEACHERS
2006-07 SALARY SCHEDULE - 10 MONTHS (39 WEEKS)
AGREEMENT EFFECTIVE 07/01/06

Step	BACHELORS		MASTERS		MASTERS + 50		EARNED DOCTORATE	
	Annual	22 Pays	Annual	22 Pays	Annual	22 Pays	Annual	22 Pays
1	\$18,297	\$1,649.86	\$40,121	\$1,823.86	\$40,421	\$1,857.32	\$40,721	\$1,890.79
2	39,288	1,785.82	43,619	1,982.68	43,919	1,996.32	44,219	2,009.95
3	41,316	1,878.00	46,127	2,096.68	46,427	2,110.32	46,727	2,123.95
4	43,284	1,987.45	48,575	2,207.86	48,875	2,221.50	49,175	2,235.14
5	45,310	2,089.55	51,012	2,318.73	51,312	2,332.36	51,612	2,346.00
6	47,393	2,181.95	53,529	2,435.14	53,829	2,446.77	54,129	2,460.41
7	49,381	2,264.59	55,962	2,543.73	56,262	2,557.36	56,562	2,571.00
8	51,343	2,353.77	58,477	2,658.05	58,777	2,671.48	59,077	2,685.32
9	53,360	2,425.86	60,917	2,765.95	61,217	2,782.99	61,517	2,796.23
10	60,208	2,736.73	70,046	3,183.91	70,346	3,197.55	70,646	3,211.18
11	70,546	3,215.05	71,046	3,229.36

2006-2007 CALENDAR

FIRST SEMESTER MON TUE WED THU FRI AUGUST

	1	2	3	4
7	6	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	1

SEPTEMBER

4	5	6	7	8
11	12		14	15
18	19	20	21	
25	26		28	29

OCTOBER

2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

NOVEMBER

	1	2	3
6		8	9
13	14	15	16
20	21	22	23
27	28	29	30

DECEMBER

				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

JANUARY

1		3	4	5
8	9	10	11	12
15	16	17	18	19

EL-MS students present on	176 days		12	15
HS students present on	174 days	80	89	
Staff paid for	190 days	plus 3 2-hour PD sessions		
THIS SCHOOL YEAR HAS		176 DAYS		

CALENDAR NOTES:



REPORT CARD DATES
 HALF - DAYS
 MEMBERSHIP COUNT DATES

Each school will schedule four half-day parent-teacher conferences.

SECOND SEMESTER

MON TUE WED THU FRI JANUARY - FEBRUARY

22	23	24	25	26
29	30	31	1	2
5	6	7	8	9
12	13		15	16
19	20	21	22	23
26	27	28		

STUDENTS PRESENT				
				23
				23

0 0

MARCH

			1	2
5	6	7	8	9
12	test	test	15	16
19	20	21	22	23
26			29	30

HS testing, others in session				
				18
				22
				or 20

11 13

APRIL

2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

16 17

22 22

MAY

	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

22 23

19 22

JUNE

				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	

15 16

16 17

September 13 first day for teachers
 September 14 first day for students
 June 21 last day for students
 June 22 last day for teachers

student day 6:10, 6:15 or 6:20

			94	101
			or 97	

KEY:

- SCHOOLS CLOSED
- PROFESSIONAL DEVELOPMENT
- RECORD DAY
- NO STUDENTS

2006-2007 CALENDAR

OPEN SEPTEMBER 14

student day 6:15

HIGH SCHOOLS

HOURS OF INSTRUCTION CALCULATION

173*6	hours	1038.000
173*15	minutes	43.250
1 half day		3.125
(Nov. 11)		
total hours		1084.375
plus 5 p.d. @ 6:20		31.667
plus 3 2-hour PD sessions		6.000
subtotal		1122.042
4 parent-teacher conferences		-13.000
net (1098 required)		1109.042

Teacher day

instructional time + prep	7:02
added to day	:10
total	7:12

OPEN SEPTEMBER 14

student day 6:20/5:20

SCHOOLS WITH COMMON PREP

HOURS OF INSTRUCTION CALCULATION

173*6	hours	1038.000
173*20	minutes	57.667
1 half day		3.333
(Nov. 11)		
total hours		1099.000
plus 5 p.d. @ 6:20		31.667
plus 3 2-hour PD sessions		6.000
subtotal		1136.667
4 parent-teacher conferences		-13.333
Friday common preps		-33.000
net (1098 required)		1090.333
school in session March 13-14		12.667
NEW NET HOURS		1103.000

Teacher day

Mon-Thurs	
instructional time	6:20
lunch + passing	:45
subtotal	7:05
plus am belltime	:05
total	7:10
Fri	
instructional time	5:20
lunch + passing	:45
subtotal	6:05
plus am belltime	:05
total	6:10

OPEN SEPTEMBER 14

student day 6:10

NON-HIGH SCHOOLS WITHOUT COMMON PREP

HOURS OF INSTRUCTION CALCULATION

173*6	hours	1038.00
173*10	minutes	28.833
1 half day		3.167
(Nov. 11)		
total hours		1070.000
plus 5 p.d. @ 6:15		31.250
plus 3 2-hour PD sessions		6.000
subtotal		1107.250
4 parent-teacher conferences		-12.667
net (1098 required)		1094.583
school in session March 13-14		12.16667
NEW NET HOURS		1106.750

Teacher day

instructional time	6:10
lunch + passing	:30
subtotal	6:40
plus am belltime	:05
total	6:45

MON	TUE	WED	THU	FRI
AUGUST				
		1	2	3
6	7	8	9	10
13	14	15	16	17
		28		

STUDENT
PRESENT

0 3

MON	TUE	WED	THU	FRI
JANUARY - FEBRUARY				
21	22	23	24	25
28	29	30	31	1
4	5	6	7	8
11	12		14	15
18	19	20	21	22
25	26	27	28	29

STUDENT
PRESENT

24 25

SEPTEMBER

3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25		27	28

19 20

MARCH

3	4	5	6	7
10	test	test	13	14
17	18	19	20	21
24	25	26	27	28
31				

13 16
Or 15

OCTOBER

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

23 23

APRIL

				4
7	8	6	10	1
14	15	16	17	18
21	22	23	24	25
28	29	30		

Consult Assessment about
11th grade test dates

20 22

NOVEMBER

				2
5		7	8	
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

19 22

MAY

			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

21 22

DECEMBER

3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

15 16

JUNE

2	3	4	5	6
9	10	11		13

9 10

August 27 first day for teachers
September 4 first day for students
June 12 last day for students
June 13 last day for teachers

9 11

student day 6:10, 6:15 Or 6:20

EL-MS students present on 174 days
HS students present on 172 days
Staff paid for 190 days
THIS SCHOOL YEAR HAS 174 DAYS

87 95
Or 89

KEY:

SCHOOLS CLOSED



2007-2008
student day 6:15

HIGH SCHOOLS

Teacher day

HOURS OF INSTRUCTION CALCULATION

171*6	hours	1026.000	Instructional time	7.12
171*15	minutes	42.750	with prep & lunch	
1 half day		3.250		
(Nov. 11)				
total hours		1072.000		
plus 6 p.d. @ 6:20		38.000		
subtotal		1110.000		
4 parent-teacher conferences @ 3 HOURS		-12.000		
net (1098 required)		1098.000		

2007-2008

student day 6-20/5:20

SCHOOLS WITH COMMON PREP

Teacher day

HOURS OF INSTRUCTION CALCULATION

173*6	hours	1038.000	Mon-Thurs	
173*20	minutes	57.667	instructional time	6:20
1 half day		3.333	lunch + passing	.45
(Nov. 11)			total	7:05
total hours		1099.000	plus am belltime	.05
plus 6 p.d. @ 6:20		38.000	total	7:10
subtotal		1137.000		
4 parent-teacher conferences		-13.333	Fri	
Friday common preps		-32.000	instructional time	5:20
net (1098 required)		1091.667	lunch	.45
school in session March 13-14		12.67	subtotal	6:05
NEW NET HOURS		1104.333	plus am belltime	.05
			total	6:10

2007-2008

NON-HIGH SCHOOLS WITHOUT COMMON PREP

HOURS OF INSTRUCTION CALCULATION

Teacher day

173*6	hours	1038.000		
173*10	minutes	28.833		
1 half day		3.167	Instructional time	6:10
(Nov. 11)			lunch + passing	:30
total hours		1070.000	subtotal	6:40
plus 6 p.d. @ 6:15		37.500	plus am belltime	:05
subtotal		1107.500	total	6:45
4 parent-teacher conferences		-12.667		
net (1098 required)		1094.833		
school in session March 13-14		12.167		
NEW NET HOURS		1107.000		

DETROIT PUBLIC SCHOOLS 2008-2009 CALENDAR

FIRST SEMESTER

MON	TUE	WED	THU	FRI
AUGUST				
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

SEPTEMBER

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

OCTOBER

		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

NOVEMBER

3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

DECEMBER

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

JANUARY

29	30	31	1	2
5	6	7	8	9
12	13	14	15	16

SECOND SEMESTER

MON	TUE	WED	THU	FRI
JANUARY - FEBRUARY				
19	20	21	22	23
26	27	28	29	30
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
25	24	25	26	27

MARCH

2	3	4	5	6
9	test	test	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

APRIL

		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

MAY

				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

JUNE

1	2	3	4	5
8	9	10	11	12

PRESENT
PRESENT

0 5

PRESENT
PRESENT

24 25

21 22

Consult Assessment about
11th grade test dates

18 22
or 20

23 23

15 17

17 20

20 21

15 16

9 10

9 11

August 25 first day for teachers
September 2 first day for students
June 11 last day for students
June 12 last day for teachers

student day 6:10, 6:15 or 6:20

EL-MS students present on 174 days
HS students present on 172 days
Staff paid for 190 days

85 95

87 95

THIS SCHOOL YEAR HAS
CALENDAR NOTES:

174 DAYS

or 89



REPORT CARD DATES
HALF-DAYS

MEMBERSHIP COUNT DATES

KEY:



SCHOOLS CLOSED
PROFESSIONAL DEVELOPMENT
RECORD DAY

Each school will schedule four half-day parent-teacher conferences.

**DETROIT PUBLIC SCHOOLS
2008-2009 CALENDAR**

2008-2009 student day 6:15				
HIGH SCHOOLS		Teacher day		
HOURS OF INSTRUCTION CALCULATION				
171*6	hours	1026.000	Instructional time	7:12
171*15	minutes	42.750	with prep & lunch	
1	half day	3.250		
	(Nov. 11)			
	total hours	1072.000		
	plus 6 p.d. @ 6:20	38.000		
	subtotal	1110.000		
	4 parent-teacher conferences @ 3 HOURS	-12.000		
	net (1098 required)	1098.000		

2008-2009 student day 6:20/5:20				
SCHOOLS WITH COMMON PREP		Teacher day		
HOURS OF INSTRUCTION CALCULATION				
173*6	hours	1038.000	Mon-Thurs	
173*20	minutes	57.667	instructional time	6:20
1	half day	3.333	lunch + passing	:45
	(Nov. 11)		total	7:05
	total hours	1099.000	plus am belltime	:05
	plus 6 p.d. @ 6:20	38.000	total	7:10
	subtotal	1137.000		
	4 parent-teacher conferences	-13.333	Fri	
	Friday common preps	-33.000	Instructional time	5:20
	net (1098 required)	1090.667	lunch	:45
	school in session March 13-14	12.67	subtotal	6:05
	NEW NET HOURS	1103.333	plus am belltime	:05
			total	6:10

2008-2009 student day 6:10				
NON-HIGH SCHOOLS WITHOUT COMMON PREP		Teacher day		
HOURS OF INSTRUCTION CALCULATION				
173*6	hours	1038.000		
173*10	minutes	28.633	Instructional time	6:10
1	half day	3.167	lunch + passing	:30
	(Nov. 11)		subtotal	6:40
	total hours	1070.000	plus am belltime	:05
	plus 6 p.d. @ 6:15	37.500	total	6:45
	subtotal	1107.500		
	4 parent-teacher conferences	-12.667		
	net (1098 required)	1094.833		
	school in session March 13-14	12.167		
	NEW NET HOURS	1107.000		

**Detroit Public Schools
SALARY SCHEDULE FOR
CERTIFIED, CONTRACT TEACHERS (39 Weeks)**

IMPORTANT NOTICE: Please be advised that ONLY the Department of Human Resources has the responsibility of reviewing and determining salaries consistent with collective bargaining agreements

STEP	LESS THAN MASTER'S	MASTER'S	MASTER'S PLUS 30 HOURS/JD	EARNED DOCTORATE
1	\$ 38,297	\$40,121	\$40,421	\$40,721
2	39,288	43,619	43,919	44,219
3	41,316	46,127	46,427	46,727
4	43,284	48,573	48,873	49,173
5	45,310	51,012	51,312	51,612
6	47,343	53,529	53,829	54,129
7	49,381	55,962	56,262	56,562
8	51,343	58,477	58,777	59,077
9	53,369	60,917	61,217	61,517
10	60,208	70,046	70,346	70,646
11	-----	-----	70,746	71,046

A differential of \$225 annually is paid to teachers and Teacher Consultants of the Emotionally and Autistic Impaired. A differential of \$125 is paid to School Social Workers, Psychologists, Physical Therapists, Occupational Therapists, Music Therapists, teachers of the Speech and Language Impaired, and to all other Special Education teachers and Teacher Consultants (E.M.I., T.M.I., L.D., P.O.H.I., H.I., V.I.).

Contract teachers who complete courses beyond the Bachelor's Degree may have their work credited for salary purposes following the filing of an official transcript(s) which indicates the granting of a graduate degree or the completion of 30 graduate semester hours beyond the completion of a Master's degree from a higher institution(s) accredited by the North Central Association of Colleges and Secondary Schools, or an equivalent agency. Information about the additional salary credit may be obtained upon request from the Office of Human Resources Operations and Placement.

*Approved two-year Master's Degree credited for salary purposes as 30 hours beyond the Master's Degree (i.e. a Master's Degree requiring 60 or more semester credit hours.)

Detroit Federation of Teachers

2008-2009 Salary Schedule

DETROIT FEDERATION OF TEACHERS															
2008-09 SALARY SCHEDULE - 10 MONTHS (39 WEEKS)															
2.5% AGREEMENT EFFECTIVE 07/01/08															
Step	Annual	22 Pays	26 Pays	Annual	22 Pays	26 Pays	Annual	22 Pays	26 Pays	Annual	22 Pays	26 Pays	Annual	22 Pays	26 Pays
BACHELORS															
1	\$39,647	\$1,802.14	\$1,524.88	\$41,537	\$1,888.05	\$1,597.58	\$41,837	\$1,901.68	\$1,609.12	\$42,137	\$1,915.32	\$1,620.65	\$42,137	\$1,915.32	\$1,620.65
2	40,674	1,848.82	1,564.38	45,158	2,052.64	1,736.85	45,458	2,066.27	1,748.38	45,758	2,079.91	1,759.92	45,758	2,079.91	1,759.92
3	42,774	1,944.27	1,645.15	47,754	2,170.64	1,836.69	48,054	2,184.27	1,848.23	48,354	2,197.91	1,859.77	48,354	2,197.91	1,859.77
4	44,810	2,036.82	1,723.46	50,286	2,285.73	1,934.08	50,586	2,299.36	1,945.62	50,886	2,313.00	1,957.15	50,886	2,313.00	1,957.15
5	46,909	2,132.23	1,804.19	52,812	2,400.73	2,031.23	53,112	2,414.18	2,042.77	53,412	2,427.82	2,054.31	53,412	2,427.82	2,054.31
6	49,013	2,227.86	1,885.12	55,417	2,518.95	2,131.42	55,717	2,532.59	2,142.96	56,017	2,546.23	2,154.50	56,017	2,546.23	2,154.50
MASTERS															
MASTERS + 30															
EARNED DOCTORATE															

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