



STATE OF MICHIGAN  
DEPARTMENT OF TREASURY  
LANSING

GRETCHEN WHITMER  
GOVERNOR

RACHAEL EUBANKS  
STATE TREASURER

**DETROIT FINANCIAL REVIEW COMMISSION**  
**SCHOOL DISTRICT RESOLUTION 2019-24**

**APPROVING THE COMMUNITY DISTRICT'S DETROIT FEDERATION OF PARA PROFESSIONALS, local unit 2350; AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES COUNCIL 25, local unit 345; INTERNATIONAL UNION OF OPERATING ENGINEERS, local no. 324; DETROIT ASSOCIATION OF EDUCATIONAL OFFICE EMPLOYEES, local unit 4168; INTERNATIONAL BROTHERHOOD OF TEAMSTERS, local unit 214; ORGANIATION OF SCHOOL ADMINISTRATORS AND SUPERVISORS, local unit 28 ) 2019-20 WAGE REOPENER LETTERS OF AGREEMENT**

WHEREAS, Public Act 181 of 2014, the Michigan Financial Review Commission Act (the "Act"), allows for the creation of the Detroit Financial Review Commission (the "Commission") within the Michigan Department of Treasury; and

WHEREAS, Section 6(1) of the Act empowers the Commission to provide oversight for the Detroit Public Schools Community District (the "Community District") beginning on June 21, 2016; and

WHEREAS, Section 6(9) of the Act requires that during the period of oversight, the Community District shall submit new and amended collective bargaining agreements, to which it is a party, to the Commission for review and approval after approval by the Community District's governing body and chief executive officer; and

WHEREAS, Section 6(9) of the Act further requires the Commission to approve or reject collective bargaining agreements submitted to it within 45 days of submission; and

WHEREAS, the School Board has approved letters of agreement between the Community District and: Detroit Federation of Para Professionals; American Federation of State, County and Municipal Employees; International Union of Operating Engineers-Non-Instructional Supervisory Personnel; Detroit Association of Educational Office Employees; International Brotherhood of Teamsters and Organization of School Administrators and Supervisors.

WHEREAS, at the Commission meeting on October 28, 2019, the Community District presented the aforementioned Letters of Agreement to the Commission.

NOW THEREFORE, be it resolved by the Detroit Financial Review Commission as follows:

1. That the Community District's Letters of Agreement between the Community District and the aforementioned bargaining units, as presented to the Commission on October 28, 2019, are hereby approved.
2. That the minutes of the Detroit Financial Review Commission meeting at which this Resolution is adopted take notice of the adoption of this Resolution.
3. This Resolution shall have immediate effect.

# Collective Bargaining Agreements

The table below summarizes the proposed FY 2020 Collective Bargaining Agreements:

Unit:		FRC Approved	8/29/2019	8/28/2019	9/4/2019	8/26/2019	8/26/2019	8/29/2019	9/12/2019	Total
		DFT	AFSCME	DAEOE	Teamsters <sup>2</sup>	Para (SSAS)	Para (NHA)	NISP	OSAS	
FY 2020 <sup>1</sup>	Top Step	- 4.285% Wage increase - \$1,500 one-time bonus								
	On-Steps	- Step advancement - \$1,500 one-time bonus								
	Other	- Non-step members receive 3% wage increase and a \$1,500 bonus - Auxiliary staff external experience recognized - Step acceleration for SSW, PSY, SLP, OT and PT - Performance bonus up to \$500 (\$1,000 for teachers) - Hard to staff bonus of \$3,000 for select schools - Center based schools step acceleration (5, 10, 15)	- 3% Wage increase - \$900 one-time bonus	- 3% Wage increase - \$750 one-time bonus	- 3% Wage increase - \$800 one-time bonus Police and Lien Operators - \$250 one-time bonus Security Guards	- 3% Wage increase - \$900 one-time bonus	- 3% Wage increase - \$900 one-time bonus	- 3% Wage increase - \$800 one-time bonus	- 3% Wage increase - \$950 one-time bonus	
	Incremental Costs over FY19									
	Recurring	\$ 10,683,892	\$ 323,862	\$ 224,773	\$ 121,393	\$ 239,843	\$ 150,340	\$ 26,974	\$ 545,645	\$ 12,316,722
	One-time	13,580,443	860,314	328,606	93,305	643,750	933,391	42,367	386,562	16,868,738
	<b>Total</b>	<b>\$ 24,264,335</b>	<b>\$ 1,184,176</b>	<b>\$ 553,379</b>	<b>\$ 214,698</b>	<b>\$ 883,593</b>	<b>\$ 1,083,731</b>	<b>\$ 69,341</b>	<b>\$ 932,207</b>	<b>\$ 29,185,460</b>

- 1) All FY 20 contracts, other than the Center Based Schools step acceleration, are scheduled to take effect in the second semester of FY 20. Accordingly, incremental recurring costs represent ½ of the annual recurring costs under the agreements.
- 2) Includes Police, LIEN operator and Security Guard bargaining Units