

Greensheet

September 2023

Executive Board Updates

There have been some changes to the Ex Board this Fall. Joe Sicheneder will be moving to Executive VP, Asmanhan Mashrah will be Rep at Large, and Melanie Klein will be Secondary Rep.

Executive Board Nominations

The call for nominations for the Executive Boards November election will happen during the September 25th and October 16th general membership meetings. These meetings will be in person at the DFT office and on Zoom.

Before and After School Duty Time

The 10 minutes before and after school duty refers to the actual building start times and not when students arrive.

Ancillary Staff Win!

Prior contract language entitled some ancillary staff to be placed on MA30 as opposed to the Master's lane. The Union approached the district about this discrepancy and worked out two years worth of backpay as well as moving over all members entitled to be on this step.

Newsletter Highlights

Ex Board Updates

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Ex Board nominations

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Contract Highlights

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DFT681 Calendar

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Social Outings



Contract Highlights

Compensation:

- 4% or per pupil funding increase, whichever is greater, for 23-24 and 24-25 (for 23-24 it is 4.89%)
- For 25-26, 2% guaranteed, up to 4% if foundation increase by at least 2%
- Wage Reopener in 2026-27 and 27-28
- Associate salary lane for Registered Nurses
- Severance of up to \$7,500 for banked sick days upon retirement
- Stipends for ACT 18 Teachers expanded and increased; limits repayment of stipend
- Added Extra Pay positions, increased stipends, flexibility for extra pay high school clubs, district art show and musical concert stipends
- 12 month is now the default pay cycle - can opt in to 10 month - note: you keep the plan you are currently on unless you change it
- Extra-Instructional Service Pay and Community Education increases
- Healthcare district contribution increases capped at 3% after next school year
- Longevity as follows:

	NEW	OLD
5 Years	\$2,500	\$1,000
10 Years	\$4,500	\$1,500
15 Years	\$5,000	\$2,000
19 Years	\$6,000	\$3,500
22 Years	\$10,000	\$5,000

Specific Groups:

- Counselors:
 - Now eligible for shared-time positions
 - May work up to 8 paid days between last day of school and first day of school
 - May attend introductory staff meeting
 - Department chairperson (high schools) gets \$1000 - up from \$250
- Special Area teachers:
 - Elementary Specials teachers will now get their full 45-min block of time instead of piecemealing time
 - Elementary Specials teachers will now get passing time between classes, does not count as prep
 - Music teachers will get a half day substitute when they host a performance during the school day to prepare for performance
 - Increased EPA for instrumental + vocal music; Added EPA- jazz band, marching band, pep band at HS level, and art club at all grade levels
 - Elementary Music teacher stipends for after school concerts
 - Art teacher stipend for district art show
- Elementary Teachers:
 - Kept ZA/ZS endorsement for prek - kindergarten (district wanted it eliminated); added the new ZO endorsement band for kindergarten consistent with state guidelines
- Departmental Language:
 - Clarified and updated department language for the following: highschool art/music/PE; special education; english learner; early childhood specialist; instructional coaches
- Special Education:
 - special education preschool and early elementary programs (K-2) can now do share-time
 - Keeps LOA language
 - ER safeguards: special ed staff get set time for paperwork, limits ancillary group meeting with supervisor to once per month during ER window.
- GSRP
 - Added EPA for parent university
 - Added language to make up lost prep time on scheduled and unscheduled Fridays off

Sick Days:

- Elimination of tiered sick day system over next 3 years
 - Instead of 8 sick days per year, members hired on or after July 1, 2013 will have:
 - 10 sick days 2023-2024
 - 12 sick days 2024-2025
 - 13 sick days 2025-2026
- Allows for up to 15 fully paid days for Care of Family instead of 10 currently
- Allows for up to 60 fully paid days for Care of Family under FMLA instead of 25 currently
- Sick banks are forfeited upon resignation

Seniority:

- People who resign have their seniority frozen but not lost - when they return they get their seniority back; Cannot accrue seniority while resigned.

Recognition:

- Removed High School Athletic Directors from bargaining unit

Legislative Adjustment:

- Reopener for the prohibited subjects that were recently overturned

Virtual Academy:

- Edgenuity: Limit class sizes to 40 students

Health/Safety:

- If there are 3 toileting accidents within a 10-day period, a plan has to be put in place and a paraprofessional assigned (Used to be first 10 days, now it's any 10 day period)
- Updated language for diabetic students to allow teachers right of first refusal

Committees:

- 1 elected DFT co-chair for committees
- At least half the meetings may be Zoom meetings instead of in-person
- Equal # of membership and admin in Curriculum committees

Calendar/Schedule:

- Work days reduced from 185 to 183
- Open House during contractual work day, in August (in lieu of PD in the PM), remaining 1.5hrs in PM block is duty time (reduction of 1.5 hrs of evening time and gaining 1.5 hrs duty time)
- PTC - 2 PTCs start during ER (reduction of 3 hrs of evening time)
- WCCC holidays remain the same, EID holiday, No Conference Release Day in May (moved to June)
- June 7th end date
- Early Release - 90 mins on Tuesdays
 - Blocked scheduling for elementary similar to secondary; increased lunch time to 40 mins to add an additional two mins for travel time; set passing time that does not count for duty; explicitly clarified recess is excluding travel time
 - Prep Time:
 - Admin may direct 1 prep per week instead of 2; and reduced what they can take it for
 - No admin directed prep on week in which District Badges are done
 - No admin directed prep on weeks that ER day is not implemented
 - Staff Meetings:
 - 2 Staff meetings per month, maximum of 60 minutes total (30 mins x 2)
 - Meetings begin immediately after school on ER day, instead of 10 minutes after.
 - Part-time members that are not scheduled to work on ER days can zoom into the meeting from home
 - Share time members split ER duties based on their share-time application; if ER is on their non-work day then they can zoom in from home
 - Singleton and SpEd ancillary can zoom into plc from their buildings to avoid travel time to alternate locations

DFT681 Meetings Calendar

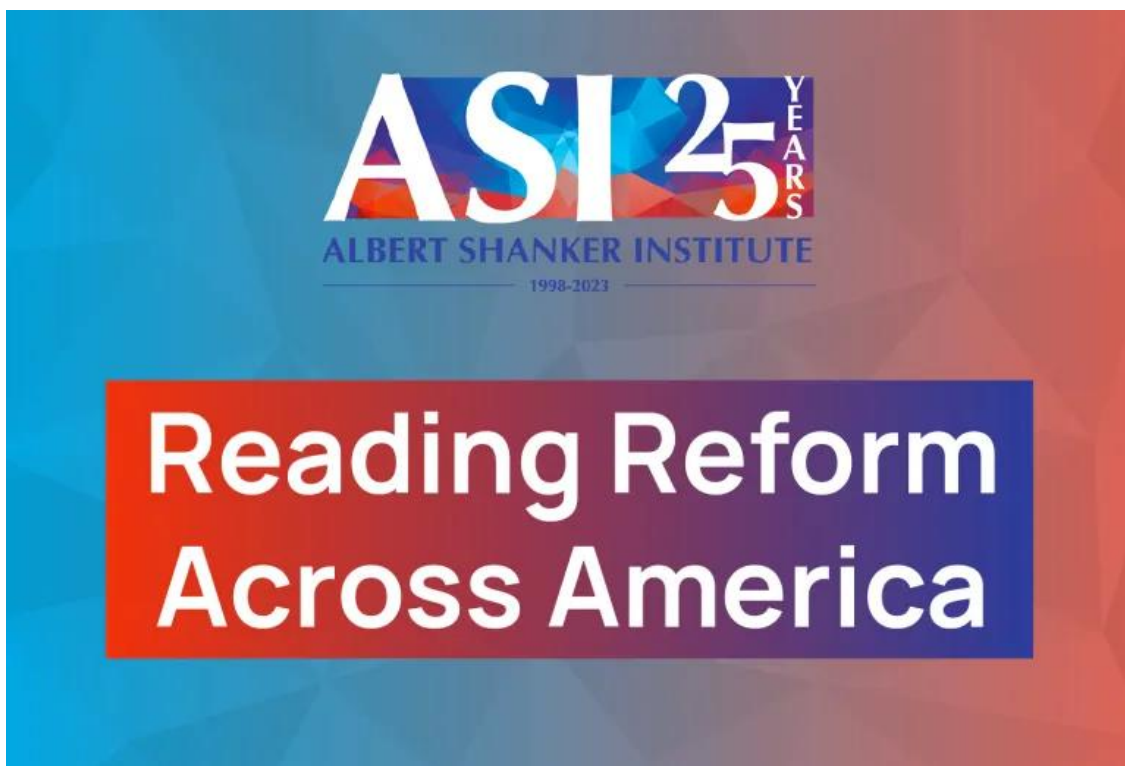
NOTE: ALL DFT MEETINGS ARE NOW HELD ON MONDAY

September 11, 2023	4:30 P.M.	Executive Board	DFT Office
September 25, 2023	4:30 P.M.	General Membership	DFT Office/Zoom
		(open nominations for Executive Board Positions)	
October 2, 2023	4:30 P.M.	Executive Board	DFT Office
October 9, 2023	4:30 P.M.	Building Representatives	DFT Office
October 16, 2023	4:30 P.M.	Executive Board	DFT Office
October 23, 2023	4:30 P.M.	General Membership	DFT Office/Zoom
		(close nominations for Executive Board Positions)	
November 6, 2023	4:30 P.M.	Executive Board	DFT Office
November 20, 2023	All Day	Executive Board Elections	Online
November 20, 2023	4:30 P.M.	General Membership	DFT Office/Zoom
December 11, 2023	4:30 P.M.	Executive Board/Building Corp	DFT Office
January 8, 2024	4:30 P.M.	Executive Board	DFT Office
January 22, 2024	4:30 P.M.	Building Representatives	DFT Office/Zoom
January 29, 2024	4:30 P.M.	General Membership	DFT Office/Zoom
February 5, 2024	4:30 P.M.	Executive Board	DFT Office
February 26, 2024	4:30 P.M.	General Membership	DFT Office/Zoom
March 4, 2024	4:30 P.M.	Executive Board	DFT Office
March 11, 2024	4:30 P.M.	Building Representatives	DFT Office
March 18, 2024	4:30 P.M.	General Membership	DFT Office/Zoom
April 1, 2024	4:30 P.M.	Executive Board	DFT Office
April 15, 2024	4:30 P.M.	Executive Board	DFT Office
April 22, 2024	4:30 P.M.	General Membership	DFT Office/Zoom
May 6, 2024	4:30 P.M.	Executive Board	DFT Office
May 13, 2024	4:30 P.M.	Building Representatives	DFT Office
May 20, 2024	4:30 P.M.	General Membership	DFT Office
	3:30-7:00 P.M.		
Wednesday, May 29, 2024	P.M.	Year End Celebration	Park Place
June 3, 2024	4:30 P.M.	Executive Board/Bldg Corp	DFT Office

AFT Event

AFT is sponsoring a webinar called Reading Reform Across America. This is for grades PreK-12. It will go over ways you can implement the latest reading reform goals to deepen literacy support.

For more information and to register [click here](#).



Social Outings



DFT681 is getting social! If you are interested in joining your fellow union members and colleagues on monthly outings that aim to simply bring us together and share some fun, please complete the following [Google Form](#).

Our September outing was a hilarious exercise in wallyball (think volleyball with walls).

More engaging outings to follow which may include bike rides, hikes, and golfing! [Enroll today!](#)

Membership

**Congratulations to the
following buildings for
having 100% union
membership!**

ASC
DFT
Miller
Nowlin
STEM

Please encourage any new hires in your building to join! They can join by visiting join.aft.org

If they have issues joining or questions, please have them
call the DFT681 office at (313) 584-5311

Starting in October the names of non-dues
payers will be published in the Greensheet.

PAC Donations

Elections matter! Thank you to everyone currently donating to PAC!
Donate via Bill Highway – Cora can help!
dft@dft681.org or 313-584-5311

Recommended Amounts:

\$2/pay for Members
\$5/pay for Building Reps
\$10/pay for eBoard Members