

**DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT (DPSCD)
AND DETROIT FEDERATION OF PARAPROFESSIONALS (DFP)
LOCAL 2350 "BARGAINING UNIT M"
Tentative Agreement (Package)
2023-2024**

TERMS:

1. A collective bargaining agreement of one-year effective July 1, 2023 to June 30, 2024.
2. 2023-2024 Wage Schedule

Job Classifications	2022-23 Hourly Rates	2023-24 Newly Hourly Rates
Gen Education Para- Step 1	\$15.30	\$16.07
Gen Education Para- Step 2	\$15.87	\$16.66
School Culture Facilitator	\$17.55	\$18.01
Early Childhood Para-Educator	\$15.87	\$16.66
Montessori Para-Educator	\$15.87	\$16.66

3. **Longevity Supplement:** DFP unit members, as of June 30, 2023 who have 20 or more years of service with the District (and its predecessor the Detroit Public Schools) shall receive longevity supplement in the amount of \$1,200.00. The District shall pay this longevity supplement in a separate pay advice in July 2024. To receive this supplement, employees must maintain their employment for the 2023/24 school year.
4. **December Retention Bonus:** All DFP bargaining unit members on the payroll as of December 1, 2023, will receive a \$2,000.00 December Retention Bonus to be paid through a separate pay advice in the last payroll in the month of December 2023. This agreement covers the 2023/24 school year. Unless specifically altered by this agreement, all other contract rights that were agreed to by the Union and the Employer for the 2022/23 school year will be incorporated into this agreement.
5. Unless specifically altered by this agreement, all other contract rights that were agreed to by the Union and the Employer for the 2022/23 school year will be incorporated into this agreement.

Acceptance of this proposal by the Union as a tentative agreement subject to membership ratification.

Acceptance of this proposal by the District as a tentative agreement subject to Board approval.

Donna Jackson

Donna Jackson (Aug 29, 2023 10:18 EDT)

Signature

Luis Solano

Luis Solano (Aug 29, 2023 10:34 EDT)

Signature

Gwendolyn Anderson

Signature

Signature

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Signature