

Detroit Public Schools Community District (DPSCD)
and
American Federation of State, County and Municipal Employees (AFSCME)

REVISED TENTATIVE AGREEMENT
November 6, 2023

The parties hereby agree to the following tentative agreement for a successor collective bargaining agreement to replace the agreement that expired June 30, 2023.

1. One-year Agreement: July 1, 2023 to June 30, 2024.
2. Effective upon ratification and Board approval, **ESE Paraprofessionals** shall earn a base wage of \$16.80 per hour (the base rate reflects an increase of 5%). Additionally, ESE Paraprofessionals shall also be entitled to a one-time \$2000.00 Exceptional Student Education (ESE) Student Support Supplement to be paid through separate advice by the second pay period following Board ratification.
 - a. Effective upon ratification and Board approval, **Special Education Aides / Adaptive Aides** shall earn a base wage of \$16.80 per hour (the base rate reflects an increase of 5%).
 - b. Effective upon ratification and Board approval, **Bus Attendants** shall earn a base wage of \$16.01 per hour (the base rate reflects an increase of 5%).
 - c. Effective upon ratification and Board approval **Lead Custodians** shall earn a base wage of \$16.60 per hour (the base rate reflects an increase of 5%).
 - d. Effective upon ratification and Board approval **Custodians** shall earn a base wage of \$16.07 per hour (the base rate reflects an increase of 5%).
 - e. **Food Service Employees** received a base wage increase to \$17.55 as of 8/1/23 under an agreement reached earlier during negotiations, and no further wage increases shall occur under the term of this agreement.
3. **December Retention Bonus:** All 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.
4. **Wage Enhancement Retention Incentive:** Bargaining unit members working in a AFSCME bargaining unit position as of March 1, 2023, shall receive a one-time One Thousand Dollars (\$1,000) wage enhancement retention incentive to be paid through a separate pay advice by the second pay period following Board ratification.


5. **Perfect Attendance Bonus.** For employees covered by this agreement One Thousand dollars (\$1000.00) at the end of each school year, if the Employee is not more than Zero (0) days Absent that have been used from his / her illness bank. If Three days (\$500.00), Five days (\$300.00) Employees must work at least 120 days to be eligible.

6. **Donation of Sick Days:** The parties agree to the following Donation of Days Program for Catastrophic Illness/Accident: An employee may voluntarily donate up to two (2) sick leave days to another employee who has expended his/her accumulated days in the case of catastrophic illness or accident. These days may be used to assist an employee who has extended his/her days and is unable to work as a result of personal injury or illness that is extraordinary, in that it is in the nature of a catastrophic or life-threatening matter. These days may not be used for non-catastrophic medical conditions, such as hip or knee replacement surgeries, recovery from a broken arm or leg, giving birth or recovering from giving birth, etc. The employee requesting days must supply a doctor's verification of the catastrophic injury or illness. The Human Resources Leave Management Office shall make the determination as to whether the employee's medical condition qualifies under this Donation of Days Program, whose decision shall be final. The maximum number of days an employee shall be eligible to receive under this Donation of Days Program is thirty (30) days. The Union is wholly responsible for the collection of days from bargaining unit members through the District's established process.


The contract provisions of the current collective bargaining agreement not otherwise set forth above shall continue, with dates in the contract updated as appropriate.

This tentative agreement is contingent upon the ratification by the bargaining unit members and the Board of Education.


For the Union:



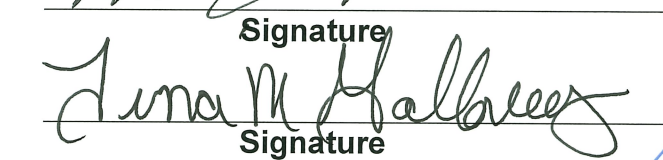
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For the District:



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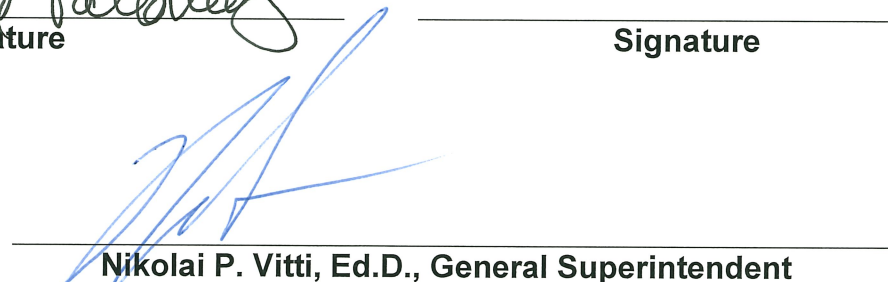


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Approved:



 Nikolai P. Vitti, Ed.D., General Superintendent