

The Detroit Public Schools Community District (DPSCD)
and
The Detroit Association of Educational Office Employees (DAEOE)
Tentative Agreement
November 7, 2024

The parties hereby agree to the following tentative agreement for a successor collective bargaining agreement to replace the agreement that expired June 30, 2024:

1. A collective bargaining agreement of two years duration effective July 1, 2024 and expiring June 30, 2026.
 - a. FY25: 4% base wage increase (retroactive to July 1; no step advancement either year)
 - b. FY26: 3% base wage increase
2. **Insurance:** For the 2024-25 and 2025-26 school years, the District shall maintain or increase its total overall healthcare cost contribution percentage as needed up to the 80% threshold. Subject to this limitation, it is the parties' intention to maintain to the extent possible the DAEOE bargaining unit members' current (2024-25) plan options not to exceed the 80% threshold, and to address any needed changes as they have done in the past. Also, for the 2024-25 and 2025-26 school years (and in clarification of the foregoing), the District will attempt to maintain its current health insurance providers/carriers, including dental and vision - if their overall costs to the District remain competitive and provide our employees the greatest value. The District will continue to procure high quality services from insurance providers/carriers for health, vision, dental and other high quality healthcare benefits including those that provide our employees with the greatest overall value.

If there is a change contemplated by or imposed upon the District (as in the case of a provider/carrier terminating its relationship with the District), then the parties would bargain over this provision, including but not limited to, procuring similar high quality health care providers.

Notwithstanding the paragraph above, and in clarification of the same, in the event that the District decides that it is in the best interests of our employees and their families to solicit bids for District healthcare insurance, the District shall exercise its rights on behalf of our employees in collaboration with the DAEOE and coalition of unions as it has consistently done in the past, and no changes would be made in providers/carriers without bargaining and the agreement of the DAEOE.

3. **Retention Bonus.** All full-time DAEOE unit members who were employed by the District as of February 1, 2024, and who remain actively by the District on November 1, 2024, shall receive a \$2,000 retention bonus. All full-time DAEOE bargaining unit members who were employed by the District as of February 1, 2025, and who remain actively by the District on November 1, 2025, shall receive a \$2,000 retention bonus. This payment will be paid in a separate pay advice in December each year. Less than full-time DAEOE unit members shall be eligible for a pro-rated retention bonus otherwise subject to the same terms above.
4. **Longevity.** DAEOE unit members who, as of June 30, 2024, have 10 or more years of service with the District (and its predecessor the Detroit Public Schools) shall receive a longevity supplement in the amount of \$1,000. The District shall pay this longevity supplement in a separate pay advice in July 2025. To receive this longevity payment, the employee must maintain their employment through the end of the 2024-25 school year. Similarly, DAEOE unit members who, as of June 30, 2025, have 10 or more years of service with the District (and its predecessor the Detroit Public Schools) shall receive a longevity supplement in the amount of \$1,000. The District shall pay this longevity supplement in a separate pay advice in July 2026. To receive this longevity payment, the employee must maintain their employment through the end of the 2025-26 school year.

5. District Closure Days: The District will provide all district-closure days for all members in a separate LOA for approval.
6. The parties agree to continue negotiations with respect to the DAEOE'S proposed payout of accumulated vacation days, pending further clarification of the District's practices with respect to the treatment and recording of such vacation days with respect to the DAEOE bargaining unit. It is understood and agreed that any agreement on this issue will be memorialized in a separate Letter of Agreement.

The contract provisions of the current collective bargaining agreement not otherwise addressed above shall continue, with dates in the agreement updated as appropriate. Changed provisions will go into effect following ratification, with the exception of wage increases, which shall be paid retroactively to July 1, 2024. This tentative agreement is contingent upon the ratification by the bargaining unit members and the Board of Education.

For DPSCD:

For DAEOE:


Luis Solano (Nov 11, 2024 18:01 EST)
Luis B. Solano, Deputy Superintendent



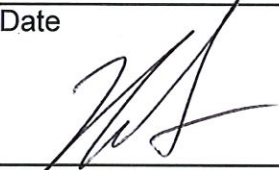
Erika Bray, President

Nov 11, 2024

Date

Nov 11, 2024

Date



Nikolai P. Vitti, Superintendent

11/12/2024

Date

**The Detroit Public Schools Community District (DPSCD)
and
The Detroit Association of Educational Office Employees (DAEOE)**

**Letter of Agreement
October 21, 2024**

Agreement by and between the Detroit Public Schools Community District (DPSCD) and the Detroit Association of Educational Office Employees (DAEOE).

The circumstances leading to this Agreement are as follows. For the 2024-25 school year, Easter Monday is a day on which the District is closed, and such District closure is not connected to the Spring break period. As a result, 12-month secretaries shall work one less workday than in a normal school year. The District is willing to compensate 12-month secretaries for this loss of one day for the 2024-25 school year in connection with the parties reaching agreement on a successor collective bargaining agreement.

Accordingly, the parties agree that for the 2024-25 school year only, 12-month DAEOE bargaining unit members shall receive their normal daily rate of pay for Easter Monday, April 20, 2025, a day on which the District will be closed, without the DAEOE member having to use a vacation day.

This Letter of Agreement shall expire June 30, 2025.

For DPSCD:

For DAEOE:


Luis Solano (Nov 11, 2024 18:01 EST)

Luis B. Solano, Deputy Superintendent

Nov 11, 2024

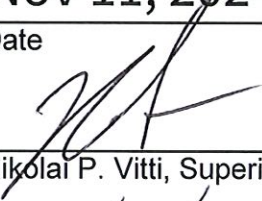
Date



Erika Bray, President

Nov 11, 2024

Date



Nikolai P. Vitti, Superintendent

11/12/2024

Date