

**Detroit Public Schools Community District and
 Detroit Federation of Paraprofessionals
 Bargaining Unit M
 Tentative Agreement
 October 30, 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

Such increases result in the following wage rates:

COMPENSATION – 2024-2025-- Paraprofessionals (4%)

Classification	Current Rates	2024-25 rates (4%)
Gen Education Para – Step 1	\$16.07	\$16.71
Gen Education Para – Step 2	\$16.66	\$17.33
School Culture Facilitators	\$18.01	\$18.73
Early Childhood Para-Educator	\$16.66	\$17.33
Montessori Para-Educator	\$16.66	\$17.33

COMPENSATION –2025-2026 – Paraprofessionals (3%)

Classification	2025-26 rates (3%)
Gen Education Para – Step 1	\$17.21
Gen Education Para – Step 2	\$17.85
School Culture Facilitators	\$19.29
Early Childhood Para-Educator	\$17.85
Montessori Para-Educator	\$17.85

2. **December Retention Bonus.** All DFP 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 DFP 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.
3. **Longevity.** DFP unit members who, as of June 30, 2024, have 20 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, DFP unit members who, as of June 30, 2025, have 20 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.

4. **ARTICLE 21 – OTHER BENEFITS - A. Holiday Pay**

Para-Educators shall receive pay for holidays according to the school calendar for teachers. Part-time employees will receive prorated holiday pay.

Holiday pay will be authorized for Para-Educators only for those holidays that are within the contract year. July 4 will be a paid holiday for Para-Educators who are scheduled to work.

A bargaining unit member who is eligible for holiday pay shall receive such pay, provided he or she works both the day before and the day after such holiday, or is receiving paid leave, other than personal business.

When students are not in session during early dismissal days, open house and parent teacher conferences Noon Hour Aides shall work their regular workday and shall be paid for all hours worked.

5. **ARTICLE 6 – GENERAL DESCRIPTION OF WORK**

D. Temporary Classroom Coverage

It is recognized that in general and absent extenuating circumstances, a bargaining unit member may not be assigned full responsibility for leadership and supervision of students without the direction and/or supervision of a certified teacher or administrator.

It is understood and agreed that in general and absent extenuating circumstances, a bargaining unit member is not to serve in the place of a classroom teacher as a regular substitute. It is permissible for a bargaining unit member to assume temporary leadership and supervision of students in a classroom in the temporary absence of a teacher, provided a certificated teacher or administrator has been specifically designated to direct and/or supervise the activities to be performed by the unit member.

In the event there is a temporary, full-day absence of a teacher in a classroom, and a bargaining unit member in 'M' or 'S' is requested by an administrator to take responsibility for the temporary leadership and supervision of assigned students in the classroom, then the bargaining unit member shall receive compensation of \$50 (fifty dollars) per full-day as a

stipend for the additional assignment/responsibilities. As a condition of receiving this \$50 full day stipend, the bargaining unit member who is given this temporary, full-day assignment must submit the completed Temporary Classroom Coverage Form on a weekly basis to the principal or his/her designee.

In the event two (2) unit members are assigned temporary classroom coverage to the same classroom, both unit members assigned shall be compensated full stipend amount for the full-day for the assignment/responsibilities, provided that both unit members are performing duties in the same classroom for the entire day.

It is understood that to be eligible for this full-day stipend, the unit member must be assigned and performing duties in the classroom for more than three class periods or three hours, whichever is longer.

6. **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 DFP 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 DFP 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 DFP.

7. The parties agree to continue discussions regarding Montessori and GSRP Noon Hour Aides, who shall be removed from the DFP S Bargaining Unit and moved to the DFP M Bargaining Unit, who may be performing additional duties for which the DFP may seek additional compensation. In addition, it is understood that the parties shall also discuss professional development time for such members.

In addition, it is agreed that the District will, in consultation with the Union, endeavor to review and identify the essential functions for Noon Hour Aides in both GSRP and Montessori programs that is focused on providing additional classroom support. The District reserves the right to make the final determination of the essential functions.

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:



Luis B. Solano, Deputy Superintendent

Date

11/7/2024

For DFP:

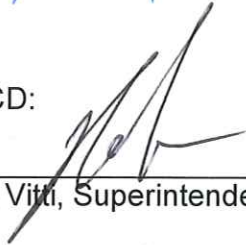


Donna Jackson, President

Date

11/7/2024

For DPSCD:



Nikolai P. Vitti, Superintendent

Date

11/7/2024

**Letter of Agreement
between
The Detroit Public Schools Community District (“DISTRICT”)
and
The Detroit Federation of Paraprofessionals (“DFP”)
Bargaining Unit ‘M’**

BILINGUAL INTERPRETER DIFFERENTIAL SUPPLEMENT

WHEREAS, the parties recognize that the maximization of currently employed bilingual personnel across the District will help bridge existing communication gaps between students, parents/guardians and District personnel. Bridging parent/guardian school communication gaps in languages spoken by the families the District serves will ensure receipt of information, in their home languages, regarding the school and their child’s academic progress,

WHEREAS, the need exists to scale Districtwide foreign language interpretation services primarily in American Sign Language, Arabic, Bengali, Burmese, Chinese, French, Hindi, Hmong, Korean, Mandarin, Spanish, Tagalog, Thai and Urdu. The District may expand to additional languages going forward,

WHEREAS, the parties recognize that the bilingual interpreter differential supplement is intended for existing job classifications that may use bilingual skills on a regular, incidental and/or occasional basis and shall not interfere with selected employees’ core job duties and responsibilities,

WHEREAS, the District seeks to provide a bilingual interpreter differential supplement to bargaining unit members who display oral language proficiency, as measured by the District, within a range of “Intermediate” to “Superior” and serve a bilingual interpreter within her/his school/worksite. All bargaining unit members that are certified by the District and receive the language skills supplement will be designated as a bilingual interpreter and will be expected to serve in this role within their respective school/worksites and/or at select Districtwide events where foreign language interpretation services may be needed,

WHEREAS, in order to ensure bargaining unit members are fluent in a second language, a language proficiency assessment shall be administered by the Office of Bilingual Education before a supplemental designation and compensation is awarded to unit members, as some unit members may be able to speak a second or third language fluently but unable to read text or vice versa. Computer based language proficiency assessments shall be administered from a District worksite and shall be employed to officially determine a unit member’s mastery of a foreign language,

WHEREAS, the District shall establish guidelines, qualifications needed, and job classifications authorized to receive additional compensation for proficiency in a foreign language,

THEREFORE, the Detroit Federation of Paraprofessionals (“DFP”) and the Detroit Public Schools Community District (“District”) (collectively “the parties”) agree as follows for the bilingual interpreter differential supplement:

1. The Office of Curriculum and Instruction (“C&I”) will oversee the bilingual proficiency examination processes and certify exam results, which will include the administration of an initial language proficiency screener to preliminarily assess foreign language proficiency. C&I will schedule interested bargaining unit members for language proficiency testing which shall be administered in-person at District designated assessment centers. C&I shall submit a personnel action including language proficiency assessment results for inclusion by the Division of Human Resources (“HR”) into employees’ personnel records.

2. Bargaining unit members who are ultimately certified by C&I shall be compensated at the rate of **\$50.00** per month, in a separate pay advice each month. Bargaining unit members certified in more than one District designated foreign language will be compensated at the rate of **\$75.00** per month, in a separate pay advice each month. If a unit member does not earn a passing score in the District designated language proficiency assessment, she/he may test again **one (1) year** from the initial language proficiency assessment(s) at no financial cost to the employee. Bargaining unit members who provide translation services beyond the regular workday shall be compensated at their hourly rate.
3. Bargaining unit members receiving the bilingual pay differential supplement will be expected to serve as a bilingual interpreter, as the need arises, within their District worksites and may be requested during non-scheduled work hours at school/worksites events, as needed, for hourly compensation.
4. The bilingual pay differential supplement shall be awarded to qualified bargaining unit members on an annual basis and will be subject to an annual renewal process as determined by the Superintendent and/or his/her designees for this program.
5. The bilingual interpreter differential supplement shall be discontinued if the bargaining unit member does not perform the functions of the bilingual interpreter supplemental position.
6. The designation of job positions and employees authorized to receive the bilingual interpreter differential supplement shall remain at the sole discretion of the District and shall be based on the foreign language interpretation needs of the District. The District reserves the right to regulate the number of bilingual interpreters Districtwide by position or quantity, depending on organizational needs as approved by the Superintendent or his designee.
7. Nothing in this letter of agreement shall operate or be construed to waive, amend, abrogate, or release from any provisions of the collective bargaining agreement between the parties. Disputes concerning the interpretation, application, or enforcement of the provisions of this letter of agreement shall be subject to and resolved through final and binding expedited arbitration under the rules and procedures of the American Arbitration Association.
8. The validity, interpretation, and performance of this LOA shall be governed in all respects by the laws of the State of Michigan.
9. This letter of agreement shall expire on June 30, 2026.

THEREFORE, by the representatives' signatures below, the parties agree to the terms of the LOA as outlined above.

For the Union:



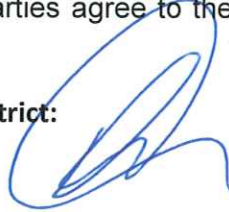
 Signature

 Signature

11/7/2024

 Date

For the District:



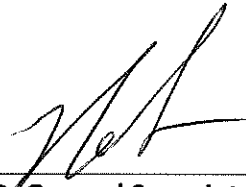
 Signature

 Signature

11/7/2024

 Date

Approved:



Nikolai P. Vitti, Ed.D, General Superintendent