

**Detroit Public Schools Community District and
 Detroit Federation of Paraprofessionals
 Bargaining Unit S
 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)

Classification	Current Rates	2024-25 rates (4%)
Food Service Worker (5.5hr and 8hr)	\$17.55	\$18.25
Noon Hour Aide	\$13.52	\$14.06
Noon Hour Aide (Early Childhood)	\$15.60	\$16.22

- b. FY26: 3% base wage increase

Classification	2025-26 rates (3%)
Food Service Worker (5.5 and 8hr)	\$18.80
Noon Hour Aide	\$14.48
Noon Hour Aide (Early Childhood)	\$16.72

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. **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.

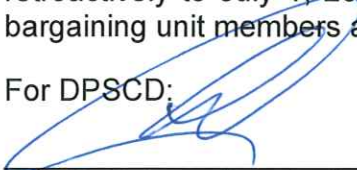
Notwithstanding the paragraph above, and in clarification of the same, in the event that the District decides that it is in the best interests of our employees and their families to solicit bids for District healthcare insurance, the District shall exercise its rights on behalf of our employees in collaboration 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.

5. 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


Nikolai P. Vitti, Superintendent

Date

11/7/2024

For DFP:


Donna Jackson, President

Date

11/7/2024