

**Detroit Public Schools Community District (DPSCD)
and
Detroit Federation of Teachers (DFT)
Tentative Agreement (Package)
2023-2024**

TERMS:

1. A collective bargaining agreement of one-year effective July 1, 2023 to June 30, 2024.
2. The current salary schedule shall continue as modified below for the 2023-2024 school year, with both parties committing to work toward a new salary schedule to be implemented in 2024-2025. Meetings to begin this process shall begin no later than November 15, 2023.
3. The top step of the DFT salary schedule for teachers (Step 15) shall be increased to the following:
BA-\$73,922; MA--\$86,000; MA+30 --\$86,700; Doctorate; \$87,000. District and DFT representatives to meet to confirm those on top step prior to payment. No other changes to the teacher salary schedule.

2023-24 Salary Schedule (Steps 1-10 not shown)

| | BA | MA | MA+30 | Doctorate |
|----|-----------|-----------|--------------|------------------|
| 11 | 51,071 | 58,142 | 58,442 | 58,742 |
| 12 | 52,328 | 59,923 | 60,223 | 60,523 |
| 13 | 53,585 | 61,704 | 62,004 | 62,304 |
| 14 | 54,842 | 63,484 | 63,784 | 64,084 |
| 15 | 73,922 | 86,000 | 86,700 | 87,000 |

DFT unit members with 15 years or more of service with the District currently on the teachers' salary schedule shall receive a one-time \$4,500 longevity payment. The district shall pay this one-time longevity payment in a separate pay advice, the fifth paycheck of the school year in 2023-2024. It is understood and agreed that if the ORS determines that retirement contributions on such payment are not permitted or otherwise not accepted, the District will be held harmless from such ORS determination.

4. DFT unit members on the top step of the teachers' salary schedule with less than 15 years of service with the District shall receive a one-time \$2,000 supplemental retention bonus to be paid in a separate pay advice at the end of the school year in June, 2024.
5. Pursuant to PA 112 of 2023, teachers hired after September 1, 2019, shall be incorporated into the teacher salary schedule as set forth above effective August 22, 2023.
6. The top step of DFT unit members not on the teachers' salary schedule shall be increased by 6%.

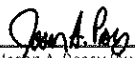
7. DFT unit members with 15 years or more of service with the District and not on the teachers' salary schedule shall receive a one-time \$2000 longevity payment. The district shall pay this longevity payment in a separate pay advice, the fifth paycheck of the school year in 2023-2024. It is understood and agreed that if the ORS determines that retirement contributions on such payment are not permitted or otherwise not accepted, the District will be held harmless from such ORS determination.
8. DFT unit members on the teachers' salary schedule and not on the top step shall advance one step in 2023-24.
9. DFT unit members not on the teachers' salary schedule and not on the top step of their salary schedule shall advance one step in 2023-24.
10. Certified ESE teachers (0250, 0251, and A030) assigned to teach in ESE classrooms shall receive a one-time bonus of \$15,000 at the end of the school year in June, 2024, in a separate pay advice, prorated for late hires.
11. DFT unit members in the following job categories shall receive a one-time bonus of \$2,000. 0150, nurse; 0160, O&M instructor; 0170, occupational therapist; 0180, physical therapist; 0190, music therapist; 0200, psychologist; 0230, school social worker; 0270, counselor; 0300, teacher consultant; 0310, audiologist; 0320, speech pathologist; 0330, speech teacher. \$500 shall be paid in a separate pay advice at the end of each card marking period. Retirees in these job categories shall also receive this bonus.
12. All retirees who return to work for the District and are on the teachers' salary schedule shall be placed on step 15 of the current salary schedule after confirmation of their service experience according to the degree held.
13. Retirees not on the teachers' salary schedule shall be placed on the top step of their assigned positions after confirmation of their service experience.
14. Retirees (including retiree substitutes) shall receive the same supplements, bonuses, or other forms of compensation (except for payment based on years of service and top step supplemental retention bonus) as other DFT unit members in their same job category.
15. Retirees shall not be eligible for any other benefits, shall have zero seniority for purposes of calculating seniority, and shall not be eligible for leaves except those prescribed by law.
16. The current "sick day cash out" program implemented in 2022-23 shall be continued in 2023-24.
17. All full-time DFT unit members shall receive a \$2,000 retention bonus the last week in November. Part-time unit members shall receive a \$1,000 retention bonus the last week in June, 2024. The \$2,000 bonus and the \$1,000 bonus shall be paid in separate pay advice.
18. A DFT unit member in a long-term substitute position on or before September 29, 2023 who remains continuously employed in a longterm substitute position, that is, without a break in service, until the end of the school year, shall receive a \$2,000 retention bonus to be paid through a separate pay advice in the last payroll in the month of June, 2024. A break in service shall be any break, not including scheduled breaks on the school year

calendar, that is longer than five (5) school days between long-term assignments.



19. A DFT unit member in a day-to-day substitute position on or before September 29, 2023 who remains continuously employed in a day-to-day substitute position and works at least three (3) days a week, that is, without a break in service, until the end of the school year, shall receive a \$1,000 retention bonus to be paid through a separate pay advice in the last payroll in the month of June, 2024.
20. Insurance: For 2024, the District shall increase its total cost percentage so as to maintain the DFT bargaining unit employees' current (2023) plan options and premium costs at the same or approximately the same levels and the same or approximately the same dollar amounts, as needed up to the 80% threshold. Also, for 2024 (and in clarification of the foregoing), the District shall maintain the same health insurance providers/carriers--BCBSM, BCN, and HAP. Delete sentence in CBA Article 9, Section A which states that, "The selection of health insurance providers/carriers shall be within the sole discretion of the District." Other insurance coverage such as dental, vision, life, and EAP, shall remain status quo for the 2023-24 year as well; employees shall have the same options and pay the same or approximately the same premiums. The District will pay the increased premium cost for 2024 for the District's current health insurance coverages with the same insurance carriers, provided as follows. It is understood and agreed that should it be found that the District is in danger of not complying with PA 152 with respect to the 80% cap on an employer's health insurance premium contributions, then employee contributions toward health insurance premiums paid via payroll deduction shall be increased only as necessary to put the District back into compliance. The District shall share all data with the DFT regarding any such increases prior to implementation of such deductions.
21. The Transition Center LOA's, Montessori LOA, and Master Teacher LOA and other LOA's to be negotiated and resolved by the parties.

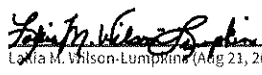
THEREFORE, by the representatives' signatures below, the parties agree to the terms of the 2023-2024 Tentative Agreement (to be incorporated into the CBA) as outlined above.

For the Union:

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|---|--------------|
|  _____ Jason A. Posey (Aug 21, 2023 16:29 EDT) | Aug 21, 2023 |
| Signature | Date |
| _____ | _____ |
| Signature | Date |

For the District:

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|--|--------------|
|  _____ Luis Solano (Aug 21, 2023 16:07 EDT) | Aug 21, 2023 |
| Signature | Date |
|  _____ Jwendolyn Anderson | Aug 21, 2023 |
| Signature | Date |

Approved: 

Laskia M. Wilson-Lumpkins (Aug 21, 2023 16:27 EDT) Aug 21, 2023
Laskia Wilson-Lumpkins, President, Detroit Federation of Teachers

Approved: 

Nikolai P. Vitti, Ed.D, General Superintendent