

**The Detroit Public Schools Community District (DPSCD)
and
The Detroit Association of Educational Office Employees (DAEOE)
Tentative Agreement (Package)
2023-2024**

TERMS:

1. **Term:** A collective bargaining agreement of one year duration effective July 1, 2023, and expiring June 30, 2024.
2. **Compensation:** All DAEOE unit members shall receive a base wage increase of 2.5% and advance one step on the appropriate wage schedule. Bargaining unit members at the top of the scale will receive a 5% increase.
3. **December Retention Bonus:** All employees who are in the DAEOE bargaining unit as of the date of December 1, 2023 and employed as of the first payroll in December will be eligible to receive a \$2,000.00 December Retention Bonus to be paid through a separate pay advice in the first payroll in the month of December 2023.
4. **Longevity Stipend:** Bargaining unit members with 10 or more years of District service as of June 30, 2023 shall receive a one-time \$1,000 longevity payment. The district shall pay this one-time longevity payment in a separate pay advice no later than July 2024.
5. **12-Month Employees Vacation and Sick Leave Accrual:** Employees working 12 months are eligible for mandatory and accrued vacation with pay as described in this provision.
 - a. **The following 18 days are mandatory vacation days:**
 - Thanksgiving Break (November 22, 2023)
 - Winter Break (December 26-29, 2023 and January 2-5, 2024)
 - Late Winter Break (February 19 – 23, 2024)
 - Spring Break (March 25 – 28, 2024)
 - b. Any exception to mandatory vacation must be approved in advance and in writing by the Superintendent or his designee. The grant of such exceptions will be limited to employees whose duties relate to essential core functions. Any employee granted an exception will receive the equivalent amount of straight time as "compensatory time." All "compensatory time" must be used by the end of the fiscal year, or it is forfeited.
 - c. 12-month employees shall accrue 12 vacation days on an annual basis. Employees hired after July 1 shall accrue a prorated number of vacation days.
 - d. Effective the 2023-24 fiscal year and after, 12-month employees may choose to bank a maximum of 25 days in the prior bank.

Upon separation from employment, bargaining unit members who do not use their vacation allotment shall be paid their hourly rate of pay for each accrued day that they do not use to a maximum of 25 days. Payments shall be made as soon as practicable following separation.

Sick Leave

12-Month employees shall accrue twelve (12) sick leave days on an annual basis in a lump sum. Employees hired after July 1 shall accrue a prorated number of sick days.

For the Union:

Erika Bray
Erika Bray (Oct 6, 2023 18:47 EDT)

Signature

Diane Wilson
Diane Wilson (Oct 6, 2023 19:03 EDT)

Signature

For the District:

Luis Solano
Luis Solano (Oct 6, 2023 19:23 EDT)

Signature

Gwendolyn Anderson

Signature

Approved:

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