

**Detroit Public Schools Community District
and
Teamsters Local 214
LEIN Communication Operators
Tentative Agreement (Package)**

PROPOSALS:

1. **Term:** A collective bargaining agreement of one-year duration effective July 1, 2023 and expiring June 30, 2024.
2. **Wages:** 5% increase for all bargaining unit members.
3. **Longevity Supplement:** Unit members as of June 30, 2023 who have 20 or more years of service with the District (and its predecessor the Detroit Public Schools) shall receive longevity supplement in the amount of \$1,200.00. The District shall pay this longevity supplement in a separate pay advice in July 2024. To receive this supplement, employees must maintain their employment for the 2023/24 school year.
4. **December Retention Bonus:** All bargaining unit members on the payroll as of December 1, 2023, will receive a \$2,000.00 December Retention Bonus to be paid through a separate pay advice in the last payroll in the month of December 2023.
5. **Holiday: Modify Article 18.D. Vacation and Holidays** to include June 19th (Juneteenth) as a paid Holiday.
6. **Insurance:** For 2024, the District shall increase its total cost percentage so as to maintain the 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. 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.

For the Union:


Joseph Valenti (Sep 11, 2023 11:47 EDT)
Signature **Date**


Rhonda Reed (Sep 11, 2023 11:45 EDT)
Signature **Date**

For the District:


Luis Solano (Sep 11, 2023 11:36 EDT)
Signature **Date**


Jwendolyn Anderson
Signature **Date**

Approved: _____


Nikolai P. Vitti, Ed.D, General Superintendent