

**TENTATIVE SUCCESSOR AGREEMENT BETWEEN THE DETROIT
PUBLIC SCHOOLS COMMUNITY DISTRICT (DISTRICT)
AND
TEAMSTERS LOCAL 214
POLICE OFFICERS (UNION)
5/12/2025**

The District and the Union (the Parties) agree to the following terms and conditions as a successor collective bargaining agreement (Successor Agreement):

1. WAGES AND HOLIDAY BONUS

The District and the Union agree to the following wage increases.

Section 1. Officer

Effective July 1, 2024 add \$1.00 an hour then 4%

Effective July 1, 2025 3%

Officers shall not receive a bonus of any kind over the duration of this Successor Agreement.

Section 2. Detective.

The District and the Union agree:

Detectives shall receive a wage that is 5% higher than their current step in the Police Officers wage scale.

Section 3. Canine.

The District and the Union agree:

A Canine officer shall receive a wage that is 2.5% higher than their current step on the Police Officers wage scale.

2. PAYROLL DEDUCTION OF UNION DUES

The District and the Union agree to the following terms and conditions for dues collection:

This Letter of agreement by and between the Detroit Public Schools Community District (“District or Employer”) and the Teamsters Local 214-ALF-CIO (“Union”) (collectively “the Parties replaces Article 4, of the collective bargaining agreement (CBA) between the Parties that expired on June 30, 2024. This will become effective upon ratification of the CBA by the Union and its approval by the District’s Board

1. Payroll Deduction of Union Dues

- a. On a quarterly basis the Union shall provide the Employer with a list of all employees who are members of the Union and wish to have dues deducted. At such time the Union shall also notify the Employer of the amount of dues to be deducted. The Union may also, on a quarterly basis, modify the amount of dues to be deducted so long as the Union provides written or electronic notice to the Employer of the new amount.**
- b. Upon receipt of such information from the Union, the Employer will deduct the indicated amount of dues from the biweekly pay of each Union member. The Employer will make these deductions over the course of the 22-weeks’ pay schedule, regardless of whether a member receives their salary on the 26- weeks pay schedule. Monies so deducted will be transmitted electronically to the Union’s bank account, as designated by the Union, no later than fourteen (14) business days following each deduction.**
- c. A data file documenting each deduction will be transmitted to the Union in Excel or another mutually agreeable electronic format no later than 14 business days following each biweekly payroll deduction. The data file will include the amounts deducted, the date of the deduction, and the full name and Employee ID/ File number of the Union Dues Deduction Members from whose compensation the deductions were made. The District and union will agree upon a data file format that will be submitted through a secure process.**

- 2. Change of Union Dues Deduction Member Status. To withdraw their authorization of membership dues deduction, an Employee must notify the**

Union in writing that they wish to withdraw from membership and remove their authorization of dues deduction. Payroll deduction of dues will cease as soon as practicable after the District receives quarterly notice from the Union that the member wishes to end membership.

- 3. Current agreement. The Parties agree and acknowledge that the Employer's costs of administration of this Letter of Agreement have been considered by the parties in their collective bargaining agreement pursuant to Article 1, Section C of said agreement. If any provision of this Letter of Agreement is declared invalid under federal or state law by a court of competent jurisdiction, administrative agency, or regulatory ruling, then said provision shall be negotiated and modified by the parties to comply with the requirements of said federal or state law.**
- 4. Indemnification. The Union agrees to defend, indemnify and hold the Employer harmless against any and all claims, suits, or other forms of liability because of compliance with this Article, provided that in the event of any such claim, suit, or other form of liability, the Employer shall give written notice of such action to the Union within seven (7) calendar days of the Employer's receipt of such claim, suit, or other form of liability. As a necessary prerequisite and as a continuing condition to such defense and indemnification, the Employer agrees to give full and complete cooperation to the Union and its counsel in securing and giving evidence, producing witnesses, and providing information and documents promptly upon request. The Union's defense and indemnification obligations do not extend to acts of negligence, gross negligence, or intentional malfeasance committed by the Employer's employees, agents, or representatives.**
- 5. Members have the option whether to pay dues via payroll deduction or pay dues directly to the Union.**
- 6. This Letter of Agreement is part of the Parties' collective bargaining agreement as fully set forth herein and will be expressly incorporated into the parties' next collective bargaining agreement after June 30, 2024. Any disputes relating to the interpretation or application of this Letter of Agreement will be presented, processed, and resolved in the grievance arbitration procedure of the parties' collective bargaining agreement.**

3. OVERTIME AND SHIFT DIFFERENTIAL (ARTICLE 15).

The District and the Union agree to modify ARTICLE 15 to count vacation, personal business leave and holiday hours towards actual hours worked for calculating eligibility for overtime compensation effective upon the beginning of the second payroll period after approval of the Successor Agreement by the District's Board of Education as follows:

Overtime Pay: Time and one half will be paid to all District employees covered by this Agreement for actual hours worked in excess of 80 hours during a 14 day work period. Effective the beginning of the second payroll period after approval of the Successor Agreement (Article 15 Effective Date) vacation, personal business and holiday hours will be counted towards the actual hours worked.

The District and the Union further agree that the Union shall withdraw with prejudice any and all claims of any kind, known or unknown, including any grievances filed or that could have been filed seeking overtime compensation for any hours worked prior to the Article 15 Effective Date.

4. DURATION

This agreement shall be effective from July 1, 2024 through and expiring on June 30, 2026 other than as indicated in the modifications to Article 15 above.

Status Quo as to the remaining provisions in the CBA.

FOR THE EMPLOYER



06/04/2025

FOR THE UNION


Joe Valenti (Jun 4, 2025 11:26 EDT)

06/04/2025

