

The Detroit Public Schools Community District (DPSCD)
and
The Detroit Association of Educational Office Employees (DAEOE)
Tentative Agreement - July 8, 2026

The parties hereby agree to the following tentative agreement for a successor two-year collective bargaining agreement to replace the agreement that expired June 30, 2026.

1. A collective bargaining agreement of two years duration effective July 1, 2026 and expiring June 30, 2028.
 - a. FY26: 3% base wage increase (retroactive to July 1; no step advancement either year)
 - b. FY27: 3% base wage increase
11. **Insurance:** Maintain Current Language
111. **Retention Bonus.** All full-time DAEOE unit members who were employed by the District as of February 1, 2026, and who remain actively by the District on November 1, 2026, shall receive a
 - a. \$2,000 retention bonus. All full-time DAEOE bargaining unit members who were employed by the District as of February 1, 2027, and who remain actively by the District on November 1, 2027, shall receive a \$2,000 retention bonus. This payment will be paid in a separate pay advice in November each year. Less than full-time DAEOE unit members shall be eligible for a pro-rated retention bonus otherwise subject to the same terms above.
- IV. **Longevity.** DAEOE unit members who, as of June 30, 2026, have 10 or more years of service with the District (and its predecessor the Detroit Public Schools) shall receive a longevity supplement in the amount of \$1,500. The District shall pay this longevity supplement in a separate pay advice in July 2027. To receive this longevity payment, the employee must maintain their employment through the end of the 2026-27 school year. Similarly, DAEOE unit members who, as of June 30, 2027, have 10 or more years of service with the District (and its predecessor the Detroit Public Schools) shall receive a longevity supplement in the amount of \$1,500. The District shall pay this longevity supplement in a separate pay advice in July 2028. To receive this longevity payment, the employee must maintain their employment through the end of the 2027-28 school year.
- V. **District Closure Days:** The District will specify district-closure days for all members in a separate LOA for approval.

For the Union:

Diane Tolliver-Wilson

Diane Tolliver-Wilson (Jul 8, 2026 14:20:48 EDT)

Signature

Signature

07/08/26

Date

For the District:

Benjamin Jackson

Benjamin Jackson (Jul 9, 2026 09:59:39 EDT)

Signature

Kara B. Randolph

Signature

07/09/26

Date

Approved:

Erika Bray

Erika Bray, DAEOE President

Approved:

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