

Detroit Public Schools Community District ("DPSCD")
and
Organization of School Administrators and Supervisors ("OSAS") AFSA, Local No. 28, AFL-CIO

**Tentative Agreement (Package)
for July 1, 2026 – June 30, 2028**

The parties hereby agree to the following tentative agreement for a successor collective bargaining agreement to begin July 1, 2026. See attachments with respect to each numbered item.

1. Financials
2. Attendance Benefit
3. ESE Ancillary Supervisor Bonus
4. Dean ESE Inclusion Stipends
5. Compensatory Time
6. Letters of Agreement (LOA) Carryover

The contract provisions of the successor agreement not otherwise set forth above shall continue, with a new contract expiration date of June 30, 2028.

For the Union:

Jasmine T. Stallworth

Jasmine T. Stallworth (Aug 8, 2026 08:53:01 EDT)

Signature

Signature

08/08/26

Date

For the District:

Kara B. Randolph

Signature

Signature

08/10/26

Date

Approved:

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

1. Financials

Salary Increase

- 2026-2027 – 3%
- 2027-2028 – 3%

For twelve (12) month bargaining unit members, each increase shall be effective July 1 of the respective year. For bargaining unit members less than twelve (12) months, each increase shall be effective the first pay period of the respective school year.

Retention Bonus

All OSAS bargaining unit members who were employed by the District as of February 1, 2026, and who remain actively employed by the District on November 1, 2026, shall receive a \$2,000.00 retention bonus. All OSAS bargaining unit members who were employed by the District as of February 1, 2027, and who remain actively employed by the District on November 1, 2027, shall receive a \$2,000.00 retention bonus. This payment will be paid in a separate pay advice in December each year.

Longevity Bonus

OSAS bargaining unit members who, as of June 30, 2026, have fifteen (15) or more years of service with the District (and its predecessor the Detroit Public Schools) shall receive a longevity bonus in the amount of \$1,000.00. The District shall pay this longevity bonus in a separate pay advice in July 2027. To receive this longevity bonus, the employee must maintain their employment through the end of the 2026-2027 school year. Similarly, OSAS bargaining unit members who, as of June 30, 2027, have fifteen (15) or more years of service with the District (and its predecessor the Detroit Public Schools) shall receive a longevity bonus in the amount of \$1,000.00. The District shall pay this longevity bonus in a separate pay advice in July 2028. To receive this longevity bonus, the employee must maintain their employment through the end of the 2027-2028 school year.

2. Attendance Benefit

An employee who is absent from work fewer than twelve (12) days during the 2026-2027 year may request a pay out of unused sick days equal to the amount of the difference between 12 and the number of days absent (*i.e., an employee who is absent 10 days may request a payout of up to 2 unused days*). Payouts must be requested *via* an electronic form from the Office of Human Resources which will be made available to the Employee no later than March 1, 2027. Payment shall be made in a separate paycheck on the last payment in June 2027.

The same attendance benefit shall be in effect, with the same terms and conditions, for the 2027-2028 school year with an opt-in form available March 1, 2028.

3. ESE Ancillary Supervisor Bonus

The ESE Ancillary Supervisor bonus in the amount of \$15,000.00 shall be maintained under the conditions currently in effect.

4. Dean ESE Inclusion Stipends

Deans assigned to ESE Inclusion sites and Day Treatment programs shall receive a stipend in the amount of \$1,000.00 to be paid in June. Deans must remain employed for the entirety of the school year. The stipend is pro-rated based on actual service and late hires. Employees must be active at the time of payment to be eligible.

5. Compensatory Time

The Union and the District agree to meet to establish clear, equitable processes and guidance for the use of compensatory (“comp”) time in alignment with District policies.

6. Letters of Agreement (LOA) Carryover

The following Letters of Agreement between the parties shall carry over for the 2026-27 and 2027-2028 school years with the same terms and conditions.

- Stipend for School Point of Contact (SPOC) for the Office of Homeless and Foster Care (OHFC)
- Stipend for the Volunteer Point of Contact (VPOC) for the Office of Enrollment, Family and Community Engagement
- Attendance Pays Program – Perfect Attendance Liaison