

Detroit Public Schools Community District ("DPSCD")

and

Detroit Federation of Teachers & Detroit Federation of Paraprofessionals ("DFP") Units M and S

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. Noon Hour Aides
3. Discipline or Discharge

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:



Jason A. Posey (Aug 6, 2026 13:53:54 CDT)

Signature

Signature

08/06/26

Date

For the District:

Kara B. Randolph

Signature



Signature

08/06/26

Date

Approved:



Lakia Wilson-Lumpkins (Aug 6, 2026 13:23:13 CDT)

Lakia Wilson-Lumpkins, DFT President

Approved:



Nikolai Vitti, Ed.D., General Superintendent

1. Financials

Current	2026-2027	2027-2028
General Ed., Early Childhood & Montessori Paras 8% 26-27 7% 27-28		
\$17.85/\$17.21	\$19.28	\$20.63
School Culture Facilitators 8% 26-27 5% 27-28		
\$19.29	\$20.83	\$21.87
Noon Hour Aide (Early Childhood & Montessori) 8% 26-27 5% 27-28		
\$16.72	\$18.05	\$19.00
Food Service Worker (5.5 & 8 HR) 3% 26-27 3% 27-28		
\$18.80	\$19.36	\$19.94
Noon Hour Aide (3&4 HR) 3% 26-27 3% 27-28		
\$14.48	\$14.91	\$15.36

Retention Bonus

All DFP 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 \$2,000 retention bonus. All DFP 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 retention bonus. This payment will be paid in a separate pay advice in December each year.

Longevity Bonus

DFP unit members who, as of June 30, 2026, have 20 or more years of service with the District (and its predecessor the Detroit Public Schools) shall receive a longevity supplement in the amount of \$1,000. The District shall pay this longevity supplement in a separate pay advice in July 2027. To receive this longevity supplement, the employee must maintain their employment through the end of the 2026-2027 school year. Similarly, DFP unit members who, as of June 30, 2027, have 20 or more years of service with the District (and its predecessor Detroit Public Schools) shall receive a longevity supplement in the amount of \$1,000. 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 2027-2028 school year.

2. Noon Hour Aides in GSRP/Early Childhood and Montessori Classrooms

Noon Hour Aides in GSRP/Early Childhood and Montessori Classrooms shall be called “Classroom Aides” to better reflect their duties and work performed.

Job Code	Current Job Title	New Job Title
600EC	Noon Hour Aide – Early Childhood	Classroom Aide - Early Childhood
600ECR	Noon Hour Aide – Early Childhood Retiree	Classroom Aide – Early Childhood Retiree
600M	Noon Hour Aide – Montessori	Classroom Aide - Montessori

3. Discipline or Discharge (new language)

A. Discipline or Discharge

1. No bargaining unit member shall be discharged or disciplined unjustly. There shall be no appeal beyond Step Two for discharge or discipline for bargaining unit members in their first year of service.
2. Notification
An employee will be afforded at least twenty four (24) hours' written notice by district email prior to any investigatory interview with an administrator or Employee Relations. An employee has a right to request Union representation during such an investigatory interview or any other meeting related to their discipline.

B. Administrative Leave and The Employee Transition Center

1. Due Process

In the event that a bargaining unit member is placed on any form of immediate suspension or administrative leave, including leave at the Employee Transition Center (ETC), while the District investigates allegations against the bargaining unit member, the member will be entitled to written notice by district email of the charges known at the time upon placement. The District reserves the right to add additional charges as they become known during the course of the investigation.

The member will be entitled to an investigatory interview, with the right to Union representation, and to confront the allegations and evidence, as soon as reasonably possible. The District will endeavor to hold such interviews within thirty (30) school days of placing the employee on administrative leave. Should the thirty (30) school day timeline not be feasible, the District will notice the employee and Union in writing by email with the reason and provide an expected timeline for when the interview will occur. An interview must occur within 60 days of placing the employee on administrative leave.

The District will provide the member and the Union with a copy of all documents, video, audio, or other relevant materials relating to the allegations against the member at least five (5) school days prior to the interview.

Bargaining unit members shall not destroy or tamper with documentation or attempt to influence witnesses related to the investigation—such behavior shall lead to additional discipline up to and including termination.

Bargaining unit members with pending misdemeanor or felony charge and/or convictions shall be placed on administrative leave, including unpaid leave, in accordance with state law and current Board policy and any consideration for discipline or discharge against the employee may be held in abeyance until such criminal matters are resolved.

Following a bargaining unit member's return from administrative leave, and upon request from the employee or Union, the District will conduct a review to determine if any loss of compensation or benefits are due to the employee, in accordance with this Agreement and any associated Letters of Agreement.

2. Decision

The District will endeavor to render a final a decision within thirty (30) calendar days. Should the 30 calendar day timeline not be feasible, the District will notice the employee and Union in writing by email with the reason and provide an expected timeline for when the decision is expected to occur. The decision may be grieved starting at Step 2 level of the grievance arbitration of this Agreement.

The parties agree that absent extraordinary circumstances, such as but not limited to involvement of the criminal justice system, the procedure outlined above is intended to conclude within 120 calendar days. In the event that the procedure is not expected to conclude within 120 calendar days, the District will notify the employee and the Union in writing with the reason and provide an expected timeline for when the interview will occur.

3. Timing of Disciplinary Suspensions

No member shall be required to begin a disciplinary suspension on the first day of staff reporting for the school year or the first day of any academic semester. Any suspension that would otherwise fall within these restricted periods shall be rescheduled to begin outside of these timeframes.

4. Investigatory Interviews

Investigatory interviews involving a member related to alleged misconduct that does not constitute a crime or involve violation(s) of law or imminent safety/health issues shall be conducted during the member's regular workday within the academic calendar unless the member agrees otherwise and waives their right to union representation.

Unless the member agrees otherwise and waives their right to union representation such interviews shall not be scheduled or conducted during a member's non-duty time, including but not limited to:

- Summer vacation (unless the alleged misconduct occurs while the employee is actively working during the summer);
- Scheduled holidays;
- School closures;
- Duty-free lunch periods; or
- Before or after the member's scheduled workday.

Investigatory interviews involving a member related to alleged misconduct that does constitute a crime or involve violation(s) of law or serious safety/health issues, shall be conducted during regular business hours of the District as promptly as possible, with the understanding that such interviews shall not be conducted or scheduled during times that conflict with the member's pre-existing travel vacation plans.

5. Removal from Work Assignment

In cases of suspected misconduct or pending disciplinary action, bargaining unit members shall not be removed, reassigned, or directed to leave their assigned worksite by the location administrator during the workday except in the case of an immediate emergency involving the safety of the employee, students, or others present in the building.

Any removal from the worksite must be approved in advance by Employee Relations or Labor Relations, except where immediate action is necessary to address an ongoing

safety emergency, in which case Employee Relations shall be notified as soon as practicable.

The employee shall be informed in writing of the basis for the removal and shall be afforded Union representation prior to any further investigatory action or investigatory interview. No removal from the worksite shall be used as a substitute for disciplinary action without adherence to the just cause and due process provisions of this Agreement.