

TENTATIVE AGREEMENT WITH SPFPA 7/17/2026
Revised to incorporate 5/15 bargaining and DPSCD
economic package proposal of 7/17

We continued to use the District's CBA with NISP as a *template* to negotiate over non controversial provisions and reached preliminary *tentative agreements* as follows:

PURPOSE AND INTENT Agree

ARTICLE 1-RECOGNITION Agree

ARTICLE 2-UNION FEES AND DUES , including the District's standard dues collection language. Agree

ARTICLE 3 MANAGEMENT RIGHTS AND RESPONSIBILITIES Agree

ARTICLE 4 EQUAL EMPLOYMENT AND UNION MEMBERSHIP OPPORTUNITIES
Agree

ARTICLE 5 UNION RIGHTS Agree

ARTICLE 6 PROHIBITION AGAINST STRIKES Agree *Ther St*

ARTICLE 7 STEWARDS , Open. *Two Stewards East + Unit 26 + two alternates* *Ref* *1/2/17*

ARTICLE 8 PROBATIONARY EMPLOYEES Agree

ARTICLE 10-GRIEVANCE PROCEDURE . Agreed to the language modified to substitute *principal or designee* for *administrator or the applicable unit head*. Agree

ARTICLE 11-COMPUTATION OF BACK WAGES AND OVERPAYMENT Agree

ARTICLE 12-DISCIPLINE Agree

ARTICLE 13 LAYOFF Agree

ARTICLE 14 RECALL Agree 5/15

ARTICLE 15- MEDICAL AND EMERGENCY LEAVES Agree, subject to Art. 20.

ARTICLE 16 BEREAVEMENT LEAVE Agree

ARTICLE 17 - MATERNITY LEAVE Agree , title of the Article will be changed to MATERNITY/PATERNITY LEAVE. 5/15

ARTICLE 18- OTHER LEAVES Agree

- A. General Agree
- B. Military Agree
- C. Study Agree
- D. Jury Duty Agree
- E. Return from Leave Agree

ARTICLE 19-WORKERS' COMPENSATION Agree

ARTICLE 20-SICK LEAVE AND PERSONAL BUSINESS LEAVE POLICY , modify to be consistent with ESTA, and shall accumulate at the rate of **twelve (12)** days a year.

ARTICLE 21 VACATION AND HOLIDAYS Agree to the formula for Holiday Leave accruals in the NISP CBA but referring to each week as five days for clarity. Ex. *One week is five (work) days.*

ARTICLE 22 WORK SCHEDULE Agree to use the term *39 -week employees* rather than *non-fifty two week employees*.

ARTICLE 23 OVERTIME AND CALL IN TIME Open

ARTICLE 24 EMERGENCY CONDITIONS Agree

ARTICLE 25 WAGES AND EFFICIENCY BONUSES **Union proposes a 4 step wage rate schedule as follows:**

- 1. \$18.80 for new hires with under 1 year service.**

2. \$19.80- 1 year
3. \$20.80- 2 years
4. \$21.80- 3 years

District agrees with the following conditions/clarifications:

Initial step placement is July 1 for 52-week employees or the first day of required reporting in August for 39 week employees.

Step movement is effective July 1 for 52 week employees provided the employee worked the full preceding year or the first day of required reporting in August for 39 week employees providing the employee worked the full preceding academic year .

Thousand dollar retention bonus payable in December provided the employee was active in the District the prior February (February of the same year).

Resolves all economic issues including overtime and call in time.

ARTICLE 26 SUMMER ASSIGNMENTS	Open
ARTICLE 27 PROMOTIONS AND TRANSFERS.	Agree
ARTICLE 28 ACTING ASSIGNMENTS	Agree.
ARTICLE 29 EMPLOYEE BENEFITS	Agree.
ARTICLE 30 DRUG TESTING AND CRIMINAL HISTORY RECORD CHECK	Agree
ARTICLE 31 PERFORMANCE EVALUATION	Agree 5/15
ARTICLE 32 RETIREMENT	Agree 5/15
ARTICLE 33 OUTSIDE EMPLOYMENT	Agree 5/15
ARTICLE 34 NA	
ARTICLE 35 NA	

ARTICLE 36 CHANGE AND TERMINATION
30,2028.

Agree to a contract expiring June

For the Detroit Public Schools Community District

For the Union



Jul. 17,2026

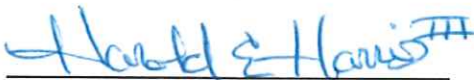


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Approved:



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