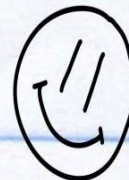


The Detroit Teacher

November 2023



The Detroit Teacher is the official publication of the Detroit Federation of Teachers,
American Federation of Teachers Local 231, AFL-CIO.

Lakia Wilson-Lumpkins, President
Jason Posey, Executive Vice President



From the President's Pen



I need you!

It's time to wake up, tell our stories, speak up and tell the truth. I need all of you to start speaking up at the district's Board of Education meetings and community forums. We are asking for improvements and there is nothing wrong with that. We have folks who are strong on the computer, quick to criticize and condemn, and we need those folks to be strong, not just on the computer but to the Board of Education. So many of you say "Thanks, Lakia, for speaking up" but who is going to speak up for me. Be strong in person or on-line. Many of those ladies sitting on the stage with the superintendent just smile as if everything is great. We know there is more than must be done.

Next year there are 3 seats up for election for the DPSCD school board. Now is the time to let the current board how we feel. When we speak, the community is listening! The candidates running for School Board seek out and want our endorsements. It is up to us to support candidates who appreciate, understand and support our goals. With an upcoming school board election, we need to inform them as to what we know to be true about our working conditions. This office hears from our members every day about what is happening across the district. Our working conditions are our students' learning conditions.

People, we need to stand up and stand together in solidarity. The union is not just me, the executive vice-president, the labor affairs administrator. The union is all of us. That is what solidarity is all about. I do appreciate all the commitments members make, whether it's coming to a general membership meeting after a long day at work, filling out surveys when we send them, participating in "Take Actions" when we ask, even reading the communications this office sends out. November is National Gratitude Month so I just want to show my gratitude for all you do to support us in solidarity.

- Remember, we are S.T.R.O.N.G.E.R. together.

CALENDAR

December 2023

- Week of 4th: midway through Q2
- 7 Executive Board, 4:30 p.m.
- 12 DFT Dues Pull
- 12 Retirees Holiday Luncheon, 11:30 a.m.
- 12 DPSCD School Board, 5:30 p.m.
- 14 General Membership Meeting, 4:30 p.m.
- 25-29 Winter Break
- 26 DFT Dues Pull

January 2024

- 1-5 Winter Break
- 9 DFT Dues Pull
- 11 Executive Board, 4:30 p.m.
- 16 Retirees Chapter, 11:30 a.m.
- 18 General Membership Meeting, 4:30 p.m.
- 18 Quarter 2 ends
- 18 Cycle 1 Observations end
- 19 Quarter 3 begins
- 19 Cycle 2 Observations Begin
- 23 DFT Dues Pull
- 25 Report Cards

February 2024

- 1 DFT Executive Board, 4:30 p.m.
- 6 DFT Dues Pull
- 8 General Membership Meeting, 4:30 p.m.
- 19-23 Mid-Winter Break
- 20 Dues Pull
- 21 Retirees Chapter, 11:30 a.m.
- Week of 26th: midway through Q3

Dates and times are subject to change.

DFT events are on website: <https://dft231.mi.aft.org/events>.

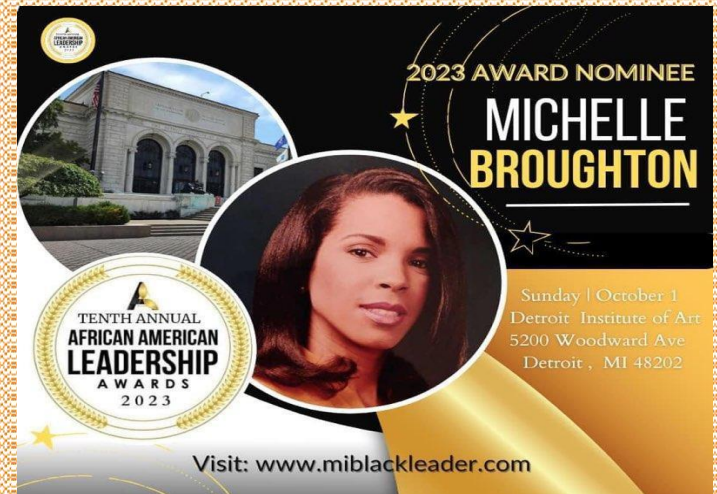
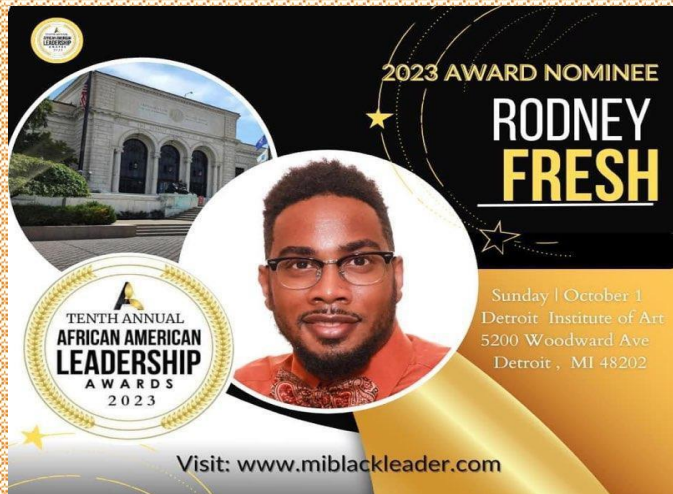
DPSCD information can be found @ detroitk12.org.

November

ELA Master Teacher @ Nolan



Bridgette Rudolph started teaching in 1998. Currently she is a 5th grade ELA Master Teacher at Nolan Elementary-Middle School. She supports teachers with best practices on reading and writing skills that will enhance rigor during instruction. In addition, she serves on the Leadership Instruction Team, is the Spelling Bee Coordinator, the Reading Month Coordinator and Coordinator of Tutoring Events with the Detroit Athletic Club. She taught DAPCEP for 14 years, (K-3) Curriculum Writer and Teacher. She also was a Reading Recovery Teacher and Pacing Curriculum Guide Writer for the District.



Lakia Wilson-Lumpkins DFT President, Rodney Fresh DFT Treasurer, Michelle Broughton DFT Retirees' Chapter Secretary

President Lakia Wilson-Lumpkins was the recipient of the Sophie Womack Quality of Life & Leadership Award.





The African American Leadership Awards recognizes and salutes public servants, business leaders, and community leaders for their contributions to the African American community locally, regionally and statewide.



Work Locations Represented November 2023 General Membership Meeting

NOTE: Keidan was in attendance at the October 2023 General Membership Meeting

Academy of the Americas
Bagley
Bates
Bennett
Bethune
Bunche
Burns
Burton
Carstens
Carver
Central HS
Central Office @ Fisher
Charles Wright
Cody
CMA
Crockett

Denby
DFT Office
DFT Retirees
DSA
Detroit Virtual
Drew Transition
Duke Ellington
EIDC
Edison
Emerson
Gardner
Golightly Educational Center
Gompers
Jerry L White
JR King
Keidan
Mann

Moses Field
Munger
Noble
Nolan
Northwestern
Paul Robeson/Malcolm X
Pershing
Priest
Randolph CTC
Ronald Brown
Schulze
Spain
SLP
Thirkell
Vernor
Western

DFT Grant Recipient

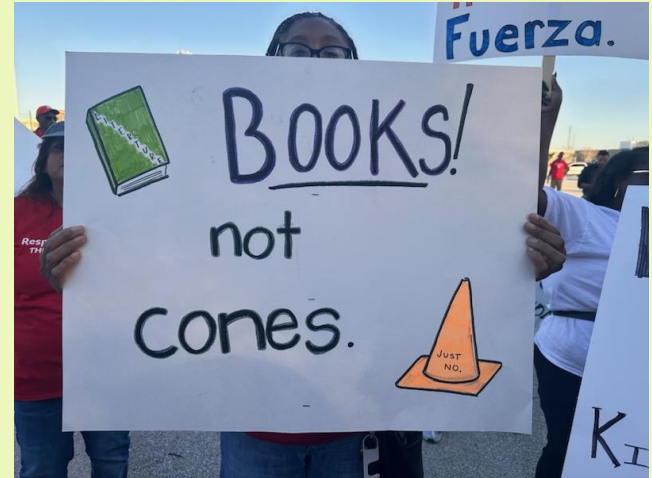
President Lakia Wilson-Lumpkins and Organizing Fellow, Yolanda King, traveled to Houston, Texas last month for the AFT Human Rights Conference. It was announced at the conference that the DFT was awarded a Powerful Partnership Grant for a second time. The \$40,000 grant was given to this local for our work with community partners. We will be using this grant to assist us in our work with 482Forward and other school districts.

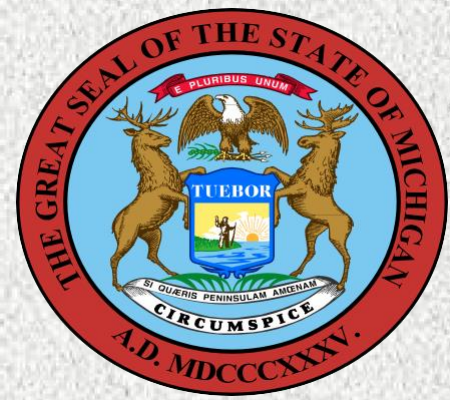


Standing next to the DFT president is SAG-AFTRA award winning actress and activist, Erika Alexander. She is known for her roles in The Cosby Show, Living Single and Run the World. OF Yolanda King is to the far right.

While in Texas, AFT National President and other AFT members rallied with Houston Independent School District educators who do not like the decisions being made by Superintendent F. Mike Miles. One of the changes he has made include using traffic cones as bathroom passes so that students have to carry it down to the restroom and place it in front of the door so another student cannot enter at the same time. He has also turned school libraries into detention centers and even mandated the size of highlighters and note cards.







Legislative Updates

Teacher Evaluation System (awaiting the Governor's signature)

This bill will take effect for the 2024-25 school year.

- ❖ Make teacher evaluations subject to collective bargaining.
- ❖ Remove punitive aspects of the evaluation system to focus on professional development.
- ❖ Change from four rating categories to three: “effective,” “developing,” and “needing support” — a change to reduce competition and increase collaboration between teachers.
- ❖ Require an observation be at least 15 minutes (making observations more meaningful) and require written feedback within 30 days of an observation.
- ❖ Provide effective teachers with biennial or triennial evaluations (subject to bargaining).

- ❖ Require feedback concerning an evaluation be provided, in writing, to the teacher being evaluated. If no written evaluation is provided, the teacher shall be deemed effective.
- ❖ Require all evaluators engage in regular training to reduce individual bias.
- ❖ Change the probationary period for a teacher from five to four school years, when they have been rated as effective on 3 consecutive year-end performance evaluations.
- ❖ Change the student growth requirement to 20% of the evaluation rating, remove the requirement that state M-STEP data be included in evaluations, and require decisions about the use of particular growth assessments or student learning objectives be collectively bargained.
- ❖ Provide a mechanism for teachers to challenge a flawed evaluation system, including binding arbitration through the American Arbitration Association after two consecutive needs support ratings.

Third Grade Reading Law

The testing window, which is still required by the third grade reading law, for kindergarten students will be extended from the first 30 days to the first 90 days of the school year.

Retirement Options for New Educators

The Public School Employees Retirement Act has been amended to change the default retirement plan for newly qualified plan participants from Tier 2 to Tier 1. The bill would change the law so that:

- Only those who first became qualified participants in the state retirement plan from Feb. 1, 2018, through June 30, 2024, would have Tier 2 as their default election.
- Beginning July 1, 2024, an individual would default to being a Tier 1 participant if he or she does not make an election, and also would be a qualified participant in Tier 2. That individual also would be eligible to accrue any service credit or qualify for any retirement allowance under Tier 1 under the terms established by the Public School Employees Retirement Act.

Working After Retirement

The law changes working after retirement rules for public school retirees through October 10, 2028. These retirees can return to work at a reporting unit after retirement with no impact on their pension or health care benefits if they have a “bona fide” termination and they *either* earn less than \$15,100 in a calendar year from their public school employer *or* they have been retired six consecutive months.

WORD OF CAUTION: Do not make any immediate plans about retirement until you have consulted with the state Office of Retirement Services ([Michigan.org/ors](https://michigan.org/ors)) and/or a financial planner that you trust. Our retirement counselor, Patrick Falcusan, has been reviewing these changes.



WE NEED YOUR HELP!

Thank you to all members who have responded to our Call for Action to make donations to COPE, which is the name of our Political Action Committee (PAC).

We have this ASK of our members. This is a great time to increase your political action committee donation, even if it's just a dollar per dues pull. Every little bit counts as there are so many elections coming up on the horizon: locally, statewide and nationally.

If you have never made a contribution to COPE, now is the time to start. It's so convenient to make the donation and you can use the same method of payment as your dues pull.

Reach out to Organizing Fellows, Yolanda King (West Side locations) at YKing@dft231.com, Regina Fuqua (East Side locations) at RFuqua@dft231.com or Clerical, Mae Winters at MWinters@dft231.com.



From the Archives

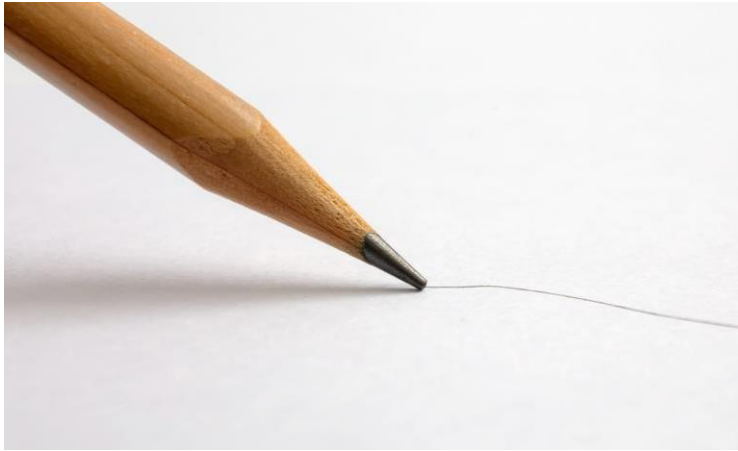






DPS Students and Teachers 20-30 Years Ago





AGREEMENT FOR 2023-2024

The agreement, which was approved by the DPSCD School Board at its September Regular Board Meeting, is now posted on the DFT website: <https://dft231.mi.aft.org/key-documents>. The current DFT Step Schedule is on pages 12-13 of the document.

VIEWING PAYROLL COMPENSATION HISTORY

- Login to PeopleSoft with your DPSCD credentials
- Click on the **Compass** icon in the top right corner to open the NavBar
- A drop-down menu will appear
- Click on **Navigator** icon
- Click on *"Self Service"*
- Click on *"Payroll & Compensation"*
- Click on *"Compensation History"*
- View your current salary with its location on the DFT Step Schedule.

ABOUT YOUR RIGHTS

If you are called to a meeting with management that you suspect will be disciplinary in nature you have the right to request union representation under the U. S. Supreme Court ruling, NLRB v. Weingarten.

If in a meeting with management you are questioned to obtain information and you have reasonable apprehension that your answers could be used as a basis for discipline or other adverse action, it is your responsibility to ask to reschedule the meeting or resume when your union representative is present. If you choose to remain you may refuse to answer.

If you are in a situation where Weingarten may apply, read or present the statement as outlined below:

WEINGARTEN RIGHTS

'If this interview could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.

DETROIT FEDERATION OF TEACHERS

AFT LOCAL 231 AFL-CIO

313-875-3500 dft231.mi.aft.org/

CONTACT INFO FOR DFT STAFF: <https://dft231.mi.aft.org/contact-us>

- Lakia Wilson, President, 313-875-6788, LWilson@dft231.com
- Jason Posey, Executive Vice President, 313-875-6786, JPosey@dft231.com
- Karin Whittler, Labor Affairs Administrator, 313-875-6776, KWhittler@dft231.com~ East Side locations (east of Woodward), also Cass Tech, DSA, Burton, and Frederick Douglass
- Jason Posey, Labor Affairs Administrator, 313-875-6786, JPosey@dft231.com~ West Side locations (west of Woodward)
- Patrick Falcusan, Retirement Counselor, 313-875-6783, PFalcusan@dft231.com
- Yolanda King, Organizing Fellow, 313-598-3961, YKing@dft231.com
- Regina Fuqua, Organizing Fellow, 313-875-6775, RFuqua@dft231.com
- Mae Winters, Office Assistant, 313-875-3500, MWinters@dft231.com
- Vida Bonacci, Data Communications, 313-875-3500, VBonacci@dft231.com

DUES/BILL HIGHWAY/MEMBERSHIP CONCERNS CAN BE HANDLED BY THE ORGANIZING FELLOWS: With the addition of a second OF, the duties will be split up. All West Side locations need to contact Yolanda King. All East Side locations need to contact Regina Fuqua.

ADDRESS, EMAIL AND PHONE NUMBER CHANGES: Please make sure your correct **personal** email, home address and telephone number are on file with the DFT Office. If you change it with the district, that information is not sent to the Union Office. You may send corrections to dues@dft231.com. ***We are not allowed to send communications to your DPSCD email address.***

RESOLVING AN ISSUE: If there is a contractual issue and you need assistance, reach out first to your building representative. If the issue is beyond the scope of the building rep's duties, then contact the Labor Relations Administrator who is assigned to your work location (see above email addresses).

SEPARATION FROM THE DISTRICT: It is the **member's** responsibility to notify the DFT Office when you separate from the district, whether resignation, retirement or termination. This is how the DFT office knows that your dues collection needs to be stopped with Bill Highway. Please contact Yolanda King (West Side), Regina Fuqua (East Side) or Clerical, Mae Winters.