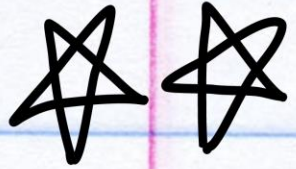
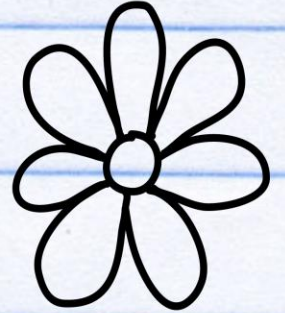


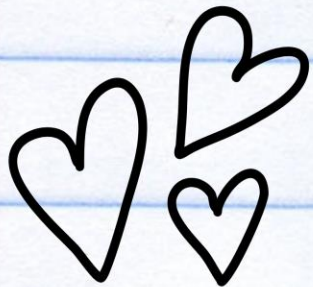
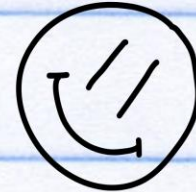
The Detroit Teacher



December 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 Retirement Counselor's Pen



Patrick
Falcusan

There have been recent changes to the "working after retirement" rules for retirees wishing to return to work for a Michigan public school, Michigan charter school, or a third-party providing services to a Michigan public school or Michigan charter school.

A retiree may collect their pension and receive healthcare insurance from ORS **and** return to work for a Michigan public school, Michigan charter school, or a third-party providing services to a Michigan public or charter school *immediately* after they retire as long as they do not earn more than \$15,100 in wages during the first six months following their retirement.

Example: If a person retires effective July 1, 2024, they can return to work immediately for any Michigan public school, Michigan charter school, or a third-party providing services to a Michigan public or charter school as long as they do not earn more than \$15,100 in wages during July through December (six months) of 2024. If they exceed \$15,100 in wages working for a Michigan public school, Michigan charter school, or a third-party providing services to a Michigan public or charter school during the first six months of their retirement, their pension and healthcare insurance from ORS will be suspended until they stop working.

Once a person has been retired for six months, they can continue to collect their pension and receive healthcare insurance from ORS **and** work for a Michigan public school, Michigan charter school, or a third-party providing services to a Michigan public or charter school and earn as much as the Michigan public or charter school, or third-party is willing to pay them. (There is no longer an earnings limit.)

The rules for working after retirement for a private school, or in private industry, or for a public or charter school in another state have not changed. A retiree may work for any of those entities immediately after they retire without an earnings limit and collect their pension and receive healthcare insurance from ORS.

It is important to note that if a person retires and begins collecting Social Security and is between the ages of 62 and 66* to 67* (*it depends on the month and year of their birth), they will have an earnings limit of \$22,320 in 2024 on wages earned *no matter where they work*. (This earnings limit does not include the money received from their pension.) If they earn more than \$22,320 in wages, they will have pay back some, or all, of their Social Security.

If there are any questions about the "working after retirement" rules, or questions about other retirement rules, or questions about the retirement process, please call DFT's retirement counselor Patrick Falcusan at 313-875-6783.

CALENDAR

January	February	March
<ul style="list-style-type: none">• 1-5 Winter Break• 9 DFT Dues Pull• 11 Executive Board, 4:30 p.m.• 16 Retirees Chapter, 11:30 a.m.• 16 DPSCD School Board, 5:30 p.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	<ul style="list-style-type: none">• 1 DFT Executive Board, 4:30 p.m.• 6 DFT Dues Pull• 8 General Membership Meeting, 4:30 p.m.• 13 DPSCD School Board, 5:30 p.m.• 14 Count Day• 19-23 Mid-Winter Break• 20 Dues Pull• 21 Retirees Chapter, 11:30 a.m.• Week of 26th: midway through Q3• 27 PD for staff, no school for students	<ul style="list-style-type: none">• 5 Dues Pull• 7 Executive Board, 4:30 p.m.• 12 DFT Dues Pull• 12 DPSCD School Board, 5:30 p.m.• 14 General Membership Meeting, 4:30 p.m.• 19 Retirees Chapter, 11:30 a.m.• 19 Dues Pull• 25-29 Spring Break

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.

December

Adult Education

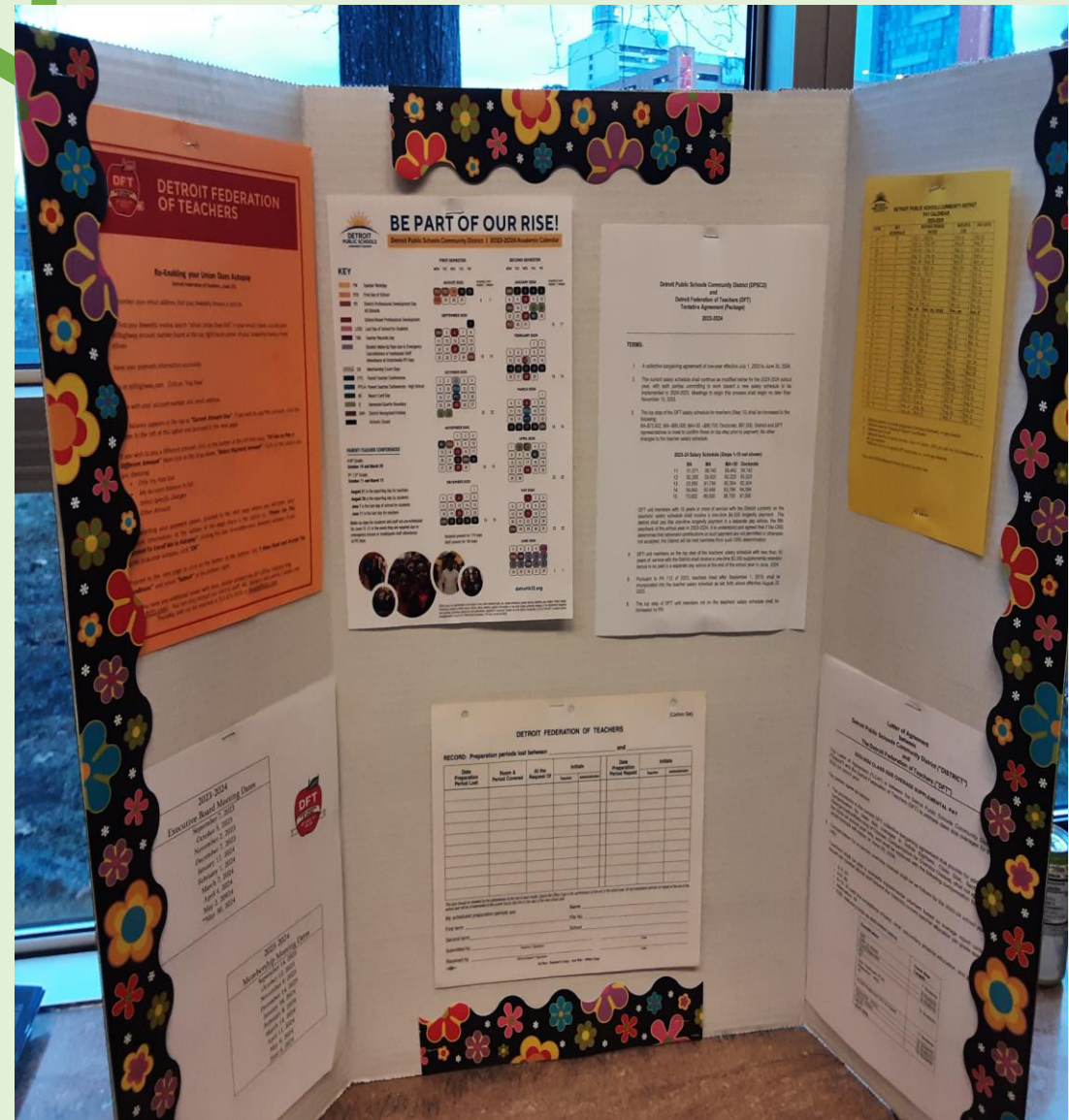


Christian Young believes in the power of organization, which is why he is an active member of the DFT. He currently serves as the building rep for Adult Ed teachers. He participates in the building rep trainings, comes to the monthly general membership meetings and willingly serves as sergeant-at-arms for the meetings. Brother Young will tell you that the power of numbers is what will keep the union moving. “I can’t be as strong if I’m the only one, but I can be strong when it’s all of us”.

He has been recognized for his dedication to students. Last year the Michigan Reading Association named him *Adult Teacher Educator of the Year*. He was also awarded *Adult Education Rookie Teacher of the Year* by the district. He has been teaching for ten years. Adult education is partnered with Detroit at Work and more information about this can be found here: [Detroit at Work--Adult Education & GED High School Completion](#).

Building Rep
Training in
November

Using the DFT
Bulletin Board
for Effective
Communication
to Members



Building Reps listen as Organizing Fellow, Regina Fuqua, demonstrates what documents are appropriate for a DFT Bulletin Board. Every workplace should have a dedicated space for this information. Our goal is to have relevant, pertinent and timely material available for members.





Presentation Title



Work Locations Represented December 2023 General Membership Meeting

NOTE: We wish to acknowledge that Denby was in attendance for the November General Membership Meeting.

- Academy of the Americas
- Adult Ed
- Bagley
- Bunche
- Burton
- Carleton
- Carstens
- Carver
- Central
- Charles Wright
- Clippert
- Cody
- Coleman Young
- CMA
- Cooke
- Detroit Lions
- Drew Transition
- DFT Office
- DFT Retirees
- Duke Ellington
- Durfee
- Earhart
- EIDC
- Edison
- Emerson
- Fisher
- Golightly EC
- Gompers
- Hutchinson
- Jerry L. White
- John R. King
- Mann
- Moses Field
- Munger
- Noble
- Nolan
- Northwestern
- Priest
- Randolph CTC
- Renaissance
- Ronald Brown
- Southeastern
- SLP
- Thirkell
- Western

FIRST Tech Challenge State Competition

Congratulations go out to 5 DPSCD teams that participated in the robotics competition this month: Academy of the Americas, Clippert, Davison, Durfee, and FLICS. Two of these schools, Durfee and FLICS, reached the Semi-Finals.

AoA COACH MARK DUFFY said "All students were learning, problem solving and then eventually had a little fun when the pressure was off. The sixth and seventh graders are all excited and ready to go for it next year and look forward to their growth and the possibilities as well as resetting the goals. What coach or mentor could ask for more? I had an amazing experience."

Academy of the Americas pictured in both photographs





Clippert team and the FLICS team right behind them.

COACH TRACY ORTIZ said this about Clippert: My team had a great time. Never thought that I would be there, but I am so thankful for all the support that the Motor City Alliance provides for our Detroit teams. Thank you to Coach Pryor and Coach McGowan for all your help! Thanks to our awesome Detroit teachers who are so supportive to each other throughout this process. You are all greatly appreciated!

COACH LEON PRYOR of Motor City Alliance stated "I am super proud of FLICS for executing on an insane level. Luck wasn't on our side but statistically the performance was off the charts. I am super proud of all our attending teams. I saw a lot of hunger and that's what we need. We have what it takes in Detroit." **COACH PHYLISS SCHERRER, FLICS**, had this to say "Our kids are writing themselves back into the narrative."



Above is the FLICS team.



Davison team above

DAVISON COACH MARSHELLE BEEBE expressed "It was a great weekend! It's intensive with all the action but my team loved every minute of it. They were super proud of their building skills and programming achievements this season. The whole team pitched in to get it done. Seeing all those other robots is inspirational. We will work hard next season to get back to states!"

Durfee team, in green, with FLICS for an alliance pairing for one match.

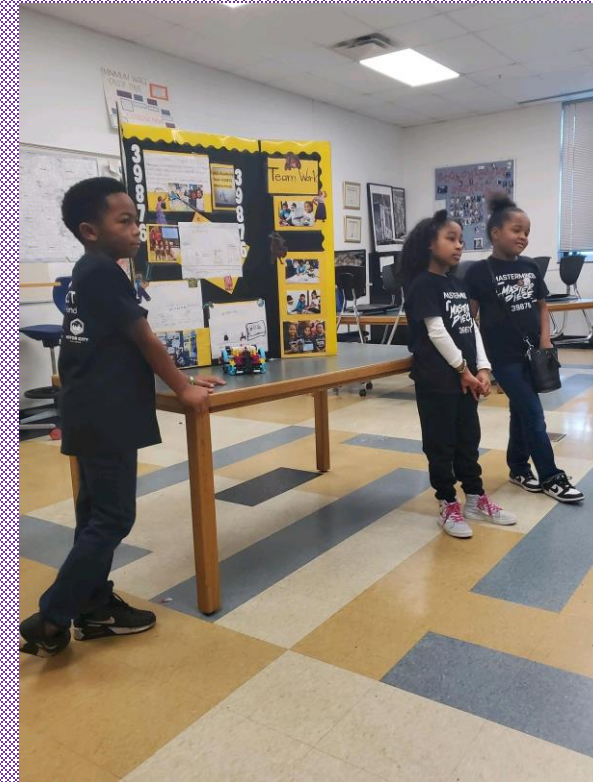


FIRST LEGO League Challenge State Competition in Saline in December

5 teams from 4 DPSCD schools participated in this global robotics program



Bates Masterminds





Academy of the Americas
The Brilliant Buffaloes



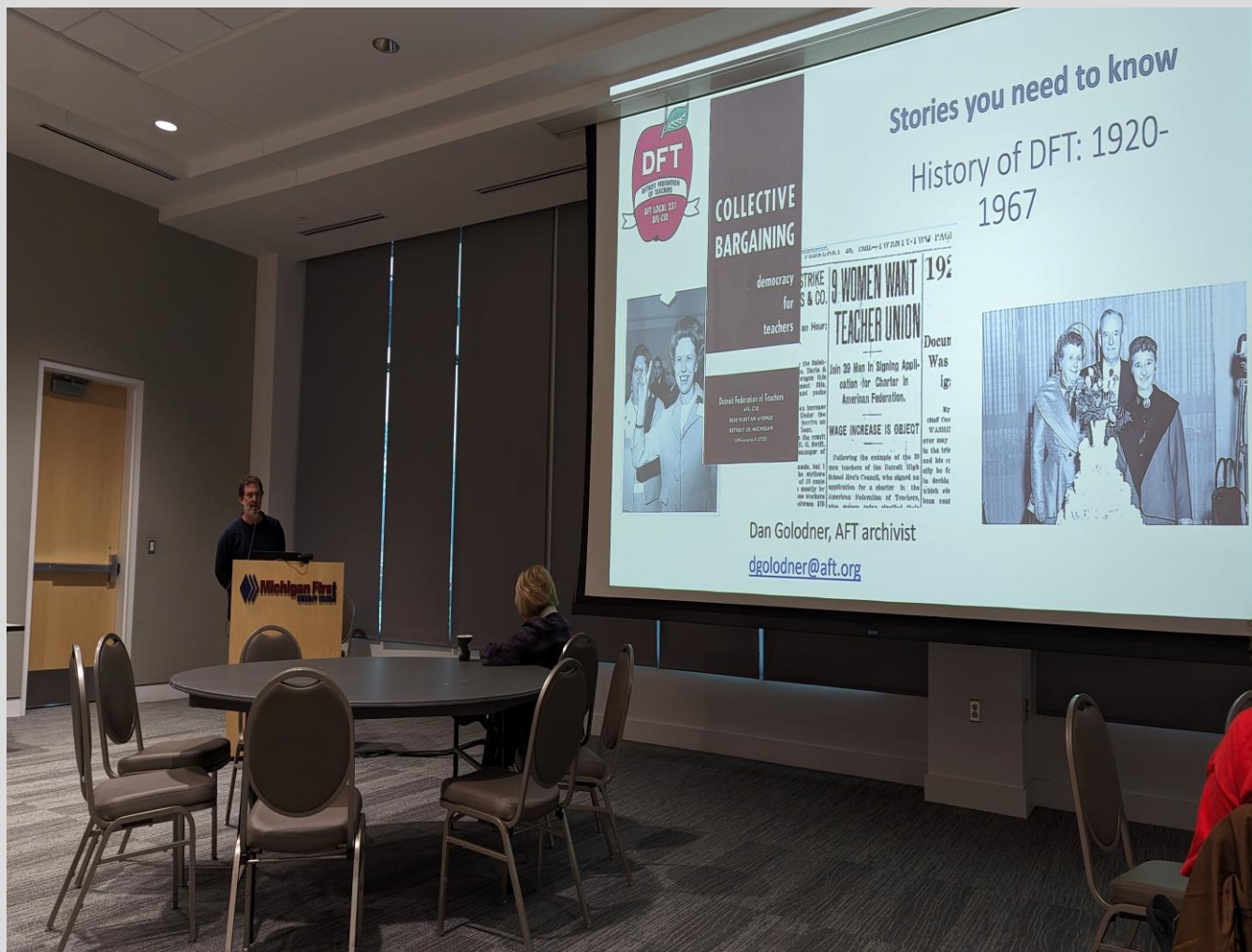
Academy of the Americas
Los Siete Patitos



Golightly Lego Gators

Palmer Park (P3A) Robo Racers also sent students to the competition.

A Lesson in the History of the DFT



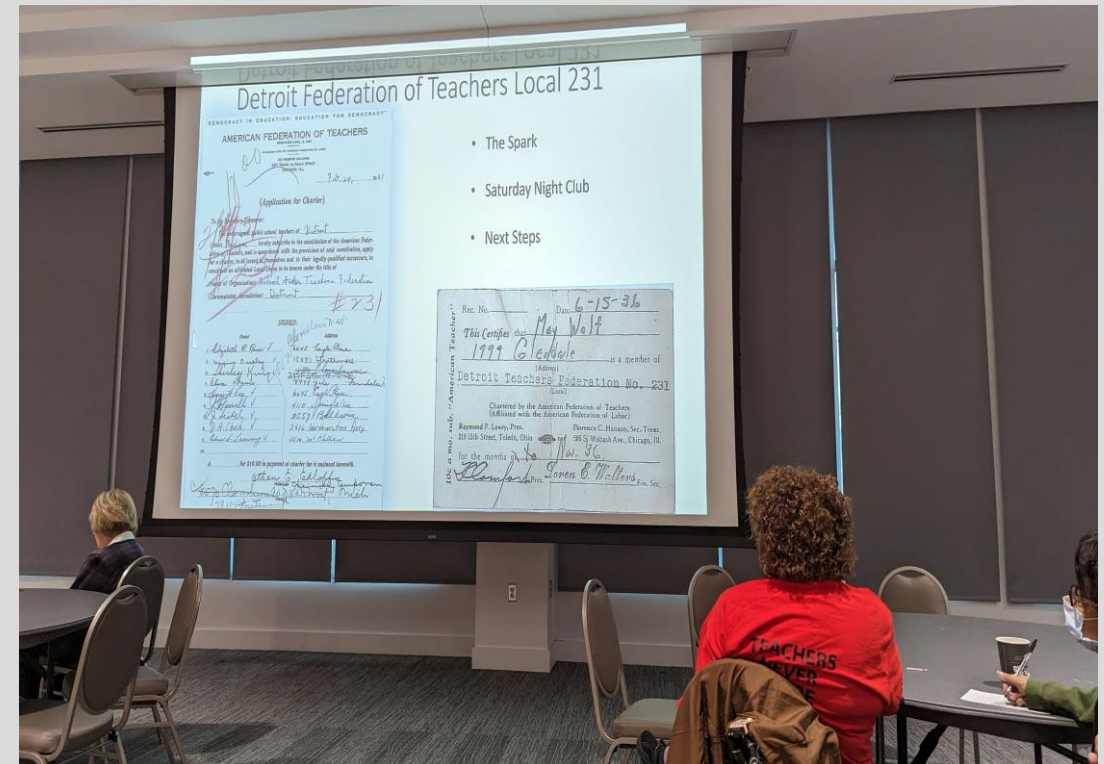
COLLECTIVE BARGAINING

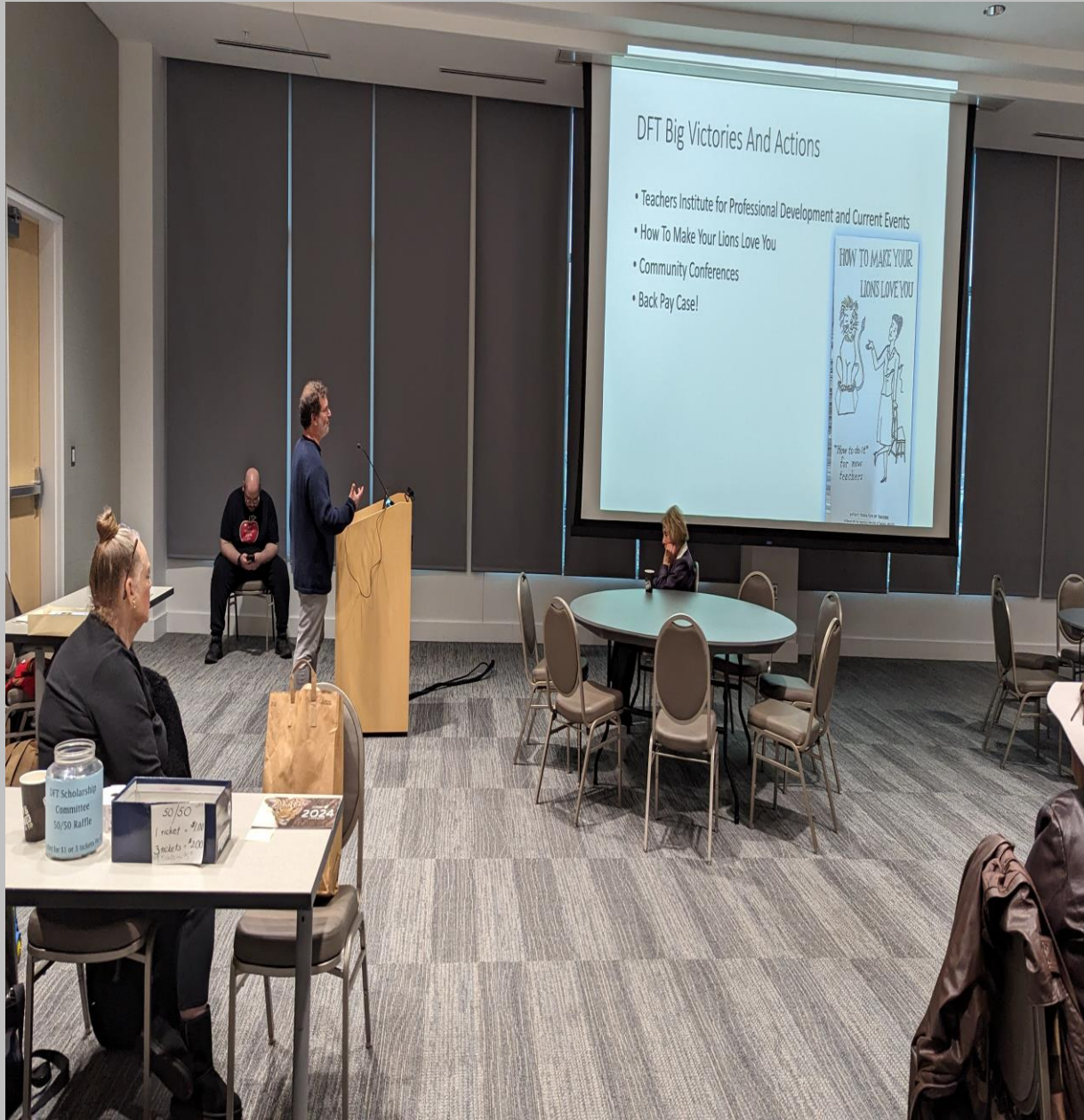
democracy
for
teachers

Detroit Federation of Teachers
AFL-CIO

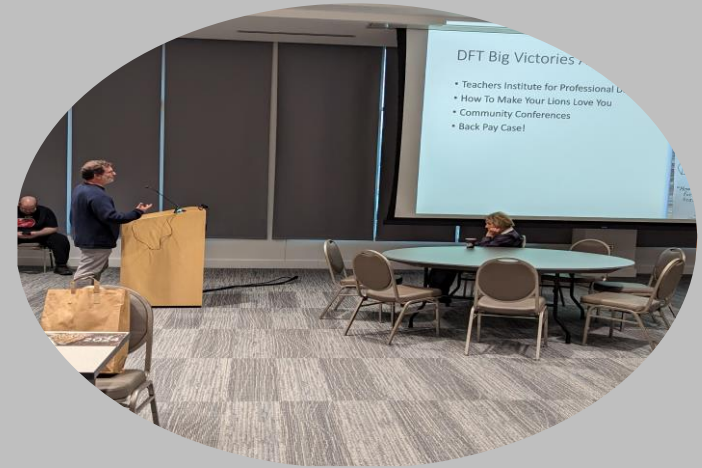
8830 PURITAN AVENUE
DETROIT 38, MICHIGAN
UNiversity 4-3755

At the November DFT231R chapter meeting, retirees listened to Dan Golodner, who maintains AFT historical records and other AFT related historical projects at Wayne State University's Walter P. Reuther Library. He includes the DFT as part of his work.





9/3/20XX



Presentation Title

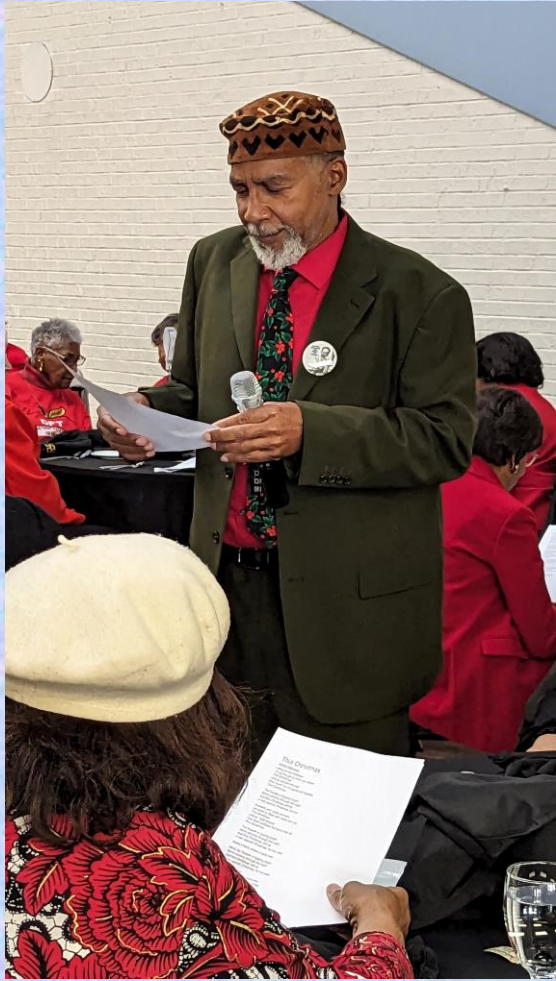
Retirees Holiday Luncheon



DFT231R held its annual holiday party at Breithaupt CTC. The members celebrated by caroling, listening to a storyteller with the Detroit Association of Black Storytellers, winning door prizes and enjoying camaraderie. More than 60 members enjoyed the lunch on a sunny December afternoon.

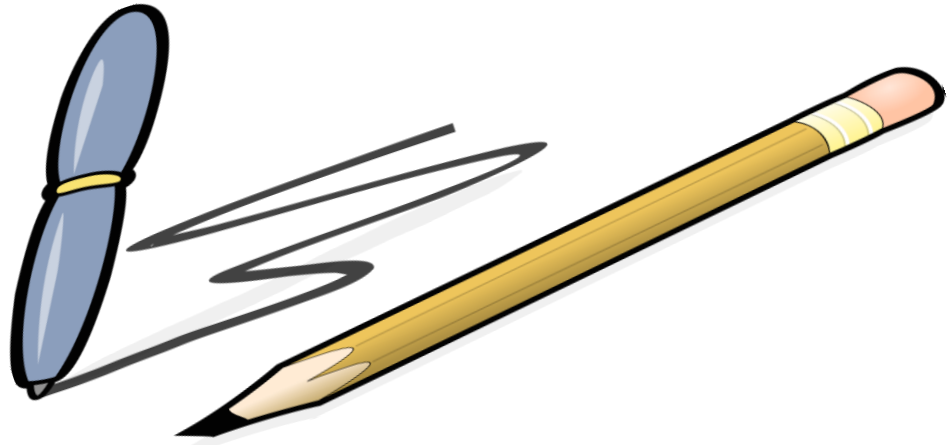
Storyteller Gwen Lewis





Thank you Breithaupt CTC Staff and Students





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.