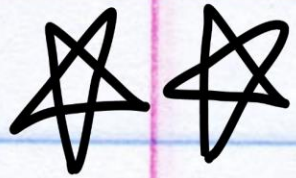
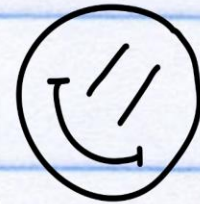
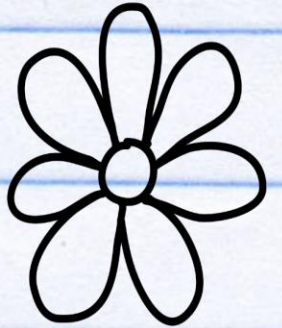


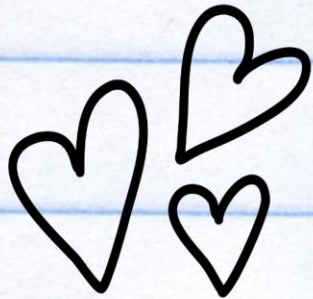
# ***The Detroit Teacher***



**January 2024**



*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 PAC Chairs' Pen



Marcus Walton and  
Robin Jennings

2024: a major election year! It is a great time for us to reflect on what has happened in the previous year and to look ahead. Remember all the gains we have made as a union under Governor Gretchen Whitmer, some of which took us 40 years to get back. These victories would not have been possible if the Democrats had not controlled all three branches of state government: the executive, legislative and judicial branches. The Democrats had this win because **WE** voted!

## Gains Under Governor Whitmer:

1. Return of payroll dues deduction for teacher unions, which helps the union financially and allows us to build our strength
2. \$24 million in school aid, the highest ever given by any governor in Michigan
3. Free universal lunch for all Michigan students
4. Elimination of the 3rd-grade reading law
5. Elimination of the A-F ratings of failing schools
6. DPSCD receiving the \$94 million literacy initiative, which was started by then DFT President Ivy Bailey in 2016
7. Reduction of evaluations based on student growth from 40 to 20%
8. Reducing to 3 the categories for evaluation to effective, *developing* and *needing support* and once teachers receive 3 “consecutive” effective evaluations then they are just to be evaluated every three years
9. Bargaining for performance evaluations and teacher placement.

Although we have made gains, we still have much more to do. Teachers still do not have seniority. Our younger teachers do not have the pension system we have. There is still much left to do with our ink pens and our votes. Do not get weary; do not get fooled. Back in 2005 the superintendent had a saying that we made us scoff at the time. Kenneth Burnley said “Keep the main thing the main thing”. How interesting it is that we are going back to that slogan. The main thing is understanding what side your bread is buttered on and these Democrats are doing it so that we can continue to have the livelihood that we went to school for, and struggled for, so we can take care of our families.

## What can you do?

1. Get out the vote! 2024 is an election year including races for president, a US Senate seat in Michigan to replace the retiring Debbie Stabenow, all Congressional seats, state representatives, State Supreme Court plus school boards. We need the Democrats who align with our vision for what is good for public education, what is good for unions, what is good for social justice.
2. Understand the importance of upcoming DPSCS school board elections and the need for candidates who believe that our working conditions are in the best interests of students and families and their learning conditions.
3. Acknowledge the ongoing challenges, stay engaged and informed. Speak out! Let your family, friends and the community know that we reject the toxic attacks against public education. We want to strengthen public schools. This is what parents and students deserve.

We cannot take anything for granted. Yes, this is political. Yes, we are political. Let’s make our votes matter. Everything we have gained can be taken away from us again. We do not want that to happen!

# From the PAC Chairs' Pen



Marcus Walton and  
Robin Jennings

## **GET OUT THE VOTE: Tuesday, February 27, 2024** **Michigan Presidential Primary**

### **Voter Registration Deadline**

#### **Received by**

Mon Feb 12, 2024

#### **In-Person Request by**

Tue Feb 27, 2024

### **Absentee Ballot Request Deadline**

#### **Request to Receive Blank Ballot by Mail by**

Fri Feb 23, 2024 5:00PM EST

#### **In-Person Request by**

Mon Feb 26, 2024 4:00PM EST

#### **Emergency Ballot Period**

From Fri Feb 23, 2024 to Tue Feb 27, 2024

### **Absentee Ballot Return Deadline**

#### **Received by**

Tue Feb 27, 2024 8:00PM EST

### **Early Voting Available**

#### **Early Voting**

From Sat Feb 17, 2024 to Sun Feb 25, 2024



# From the PAC Chairs' Pen



Marcus Walton and  
Robin Jennings

Here's how you can do your part to make sure the Biden/Harris team are reelected: <https://aftvotes.org/aftvotes-take-action>



AFT Endorses Joe Biden and Kamala Harris in Democratic Primary

**aft BIDEN HARRIS**

President Joe Biden and Vice President Kamala Harris are the most pro-labor, pro-public education leaders our country has seen in modern history. Joe and Kamala understand in their souls the challenges families face, and how important it is to their dignity to earn a decent living and have a shot at owning a home, or securing a retirement, or affording college. They know union membership can be transformative. Today, the entire labor movement joined together in an unprecedented show of strength and support to harness the collective power of working people determined to move this country in the direction of freedom, justice and opportunity for all.

—AFT President Randi Weingarten

# Know Your Voting Rights

## Proposal 2 of 2022



**In November 2022, Michigan voters overwhelmingly passed Prop 2. This Constitutional Amendment enhances the security of our elections and safeguards the voting rights of all Michiganders. The provisions outlined in Prop 2 are now in effect. These provisions include:**

### Early Voting

All Michigan voters now have the right to vote early in every statewide and federal election. In those elections, early voting must be offered for at least nine consecutive days, beginning on the second Saturday before the election and ending on the Sunday before the election, for at least eight hours a day. The first election at which early voting will be constitutionally required will be the 2024 presidential primary election.

Prop 2 gives communities the flexibility to offer early voting in additional elections and for additional days and hours beyond what the Constitution requires. It also allows communities to work together to provide early voting to eligible voters.

### Permanent Mail Voter List

Michigan voters now have the right to sign up to become a permanent mail voter, that is, to submit one signed application that will enable them to receive an absentee ballot before all future elections.

### Voter Identification

Prop 2 enshrined Michigan's existing voter ID law into the Constitution. As has been the case for decades, every voter appearing in person to cast a ballot is asked to present an approved photo ID. Registered voters who do not have photo ID or do not have photo ID with them can sign an affidavit of identity and vote a regular ballot.

Prop 2 also expands the types of photo IDs that can be used for voting purposes to include those issued by additional educational institutions and by local governments.

## Absentee Voting Improvements

Prop 2 places new requirements on the state to make absentee voting more accessible for all eligible voters. For example, the state must:

- Provide funding for prepaid return postage on absentee ballot applications and ballots.
- Enhance the tracking system for absentee applications and ballots to permit voters to track, and to receive electronic notifications about the status of their applications and ballots.
- Inform voters via the enhanced tracking system of any deficiency in their ballots or applications and how they can address such issues. Voters must also be afforded an equitable opportunity to correct any signature-related issues with their ballot or ballot application.
- Provide funding for at least one secure ballot drop box for every jurisdiction and one drop box for every 15,000 registered voters in larger jurisdictions. Drop boxes must be available 24/7 for the 40 days prior to an election up to 8 p.m. on Election Day.

## Military and Overseas Ballots

The absentee ballots of military voters and voters living overseas are considered timely if they are postmarked by Election Day and received by the clerk's office within six days of the election.

## Election Integrity

Election audits must be securely conducted under the Secretary of State's supervision by individuals not affiliated with a political party. Audits must be conducted publicly and funding must be disclosed.

The results of an election shall be determined solely by the ballots cast and certified by the Board of Canvassers. Neither the Board of Canvassers nor the legislature can override the will of the voters.

## Charitable Contributions

Local governments may continue to accept publicly-disclosed charitable contributions for the administration of elections.

## Fundamental Right to Vote

No person or legal entity can act to interfere with or unreasonably burden the fundamental right to vote, either by act of law or by harassment or intimidation. Any Michigan citizen can bring suit to enforce this right.

Questions? Need more information?

Please contact: [questions@michiganvoting.org](mailto:questions@michiganvoting.org)

**MichiganVoting.org**







# WE NEED YOUR HELP!

**IT TAKES MONEY TO WIN.**

**SUPPORT CANDIDATES WHO BELIEVE IN PUBLIC EDUCATION.**

**SUPPORT CANDIDATES WHO BELIEVE IN OUR RIGHT TO UNIONIZE.**

**SUPPORT CANDIDATES WHO BELIEVE IN SOCIAL JUSTICE.**

**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](mailto:YKing@dft231.com), Regina Fuqua (East Side locations) at [RFuqua@dft231.com](mailto:RFuqua@dft231.com) or Clerical, Mae Winters at [MWinters@dft231.com](mailto:MWinters@dft231.com).

# CALENDAR

February	March	April
<ul style="list-style-type: none"><li>• 1 DFT Executive Board, 4:30 p.m.</li><li>• 6 DFT Dues Pull</li><li>• 8 General Membership Meeting, 4:30 p.m.</li><li>• 13 DPSCD School Board, 5:30 p.m.</li><li>• 14 Count Day</li><li>• 19-23 Mid-Winter Break</li><li>• 20 Dues Pull</li><li>• 21 Retirees Chapter, 11:30 a.m.</li><li>• Week of 26<sup>th</sup>: midway through Q3</li><li>• 27 PD for staff, no school for students</li></ul>	<ul style="list-style-type: none"><li>• 5 Dues Pull</li><li>• 7 Executive Board, 4:30 p.m.</li><li>• 12 DFT Dues Pull</li><li>• 12 DPSCD School Board, 5:30 p.m.</li><li>• 13 Parent Teacher Conferences, High School</li><li>• 14 General Membership Meeting, 4:30 p.m.</li><li>• 19 Retirees Chapter, 11:30 a.m.</li><li>• 19 Dues Pull</li><li>• 20 Parent Teacher Conferences</li><li>• 25-29 Spring Break</li></ul>	<ul style="list-style-type: none"><li>• 2 Dues Pull</li><li>• 2 Quarter 3 ends</li><li>• 3 Quarter 4 begins</li><li>• 4 Executive Board, 4:30 p.m.</li><li>• 9 DPSCD School Board, 5:30 p.m.</li><li>• 11 General Membership, 4:30 p.m.</li><li>• 11 Report Cards</li><li>• 16 Dues Pull</li><li>• 16 Retirees Chapter, 11:30 a.m.</li><li>• 30 Dues Pull</li></ul>

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](https://detroitk12.org).



# January

# A. I. @ Priest



Maria Purdu has been with the district for nearly 40 years, doing a job she loves. In fact, she has spent her entire career at just one work location, in the same position. She is an academic interventionist who works with students that do not have English as their first language. Maria understands this well as she came to this country from Romania. Over the years she has been in the classroom assisting students who speak Romanian, Polish, Vietnamese, Spanish, Arabic and Pashto. While the population in the Priest neighborhoods have changed over the years, the need to service ELL students has not. This area of the city has always been home to immigrant families.

She has been a loyal DFT member for her entire career, serving on the school's Union Committee and advocating for all students, not just those who are entitled to bilingual services. Over the years she has served on so many committees, at both the school and district level. You can find her playing Mrs. Claus during the holidays, assisting the 8<sup>th</sup> graders with their promotion to high school and making sure all ELL students are administered the WIDA assessments. Her commitment to DPSCD has never wavered.



# *Honor Roll*

## Work Locations Represented January 2024 General Membership Meeting

- ❖ Academy of the Americas
- ❖ Adult Education
- ❖ Bennett
- ❖ Bunche
- ❖ Burns
- ❖ Burton
- ❖ Central HS
- ❖ Charles Wright
- ❖ Coleman A. Young
- ❖ CMA
- ❖ Cooke
- ❖ Crockett
- ❖ DFT Office
- ❖ DIA

- ❖ Detroit Lions
- ❖ Drew
- ❖ Duke Ellington
- ❖ Durfee
- ❖ EIDC
- ❖ Edison
- ❖ Fisher
- ❖ Golightly EC
- ❖ Henry Ford
- ❖ Jerry L. White
- ❖ J. R. King
- ❖ Mann
- ❖ Moses Field
- ❖ Munger

- ❖ Munger
- ❖ Neinas
- ❖ Northwestern
- ❖ Priest
- ❖ Renaissance
- ❖ Southeastern
- ❖ SLP
- ❖ Thirkell



# Congratulations





## Fisher Magnet Upper Academy



# CONGRATS!

## The First DPSCD

National Unified Champion & ESPN  
Banner Honor Roll School



Special Olympics Michigan (SOMI) is pleased to announce Fisher Magnet Upper Academy is being recognized as a Special Olympics National Banner School and an ESPN Honor Roll School for its work in the Unified Champion Schools strategy. This is the highest honor a school can receive by Special Olympics International.

Fisher Magnet Upper Academy is one of three schools in the state being recognized as a National Banner School this year and is the first in DPSCD to be awarded the title of “Unified Champion National Banner School.”

Watch the video that spotlights Fisher Magnet Upper Academy by the Unified Champion City Schools:

<https://www.generationunified.org/videos/uccs-spotlight-fisher-magnet-upper-academy/>



A Banner Presentation Ceremony took place in November at the school. This banner was unveiled in the school's gymnasium.





Shout outs go to  
these members for being recognized by the district as the forerunners of  
the unified sport/ education movement

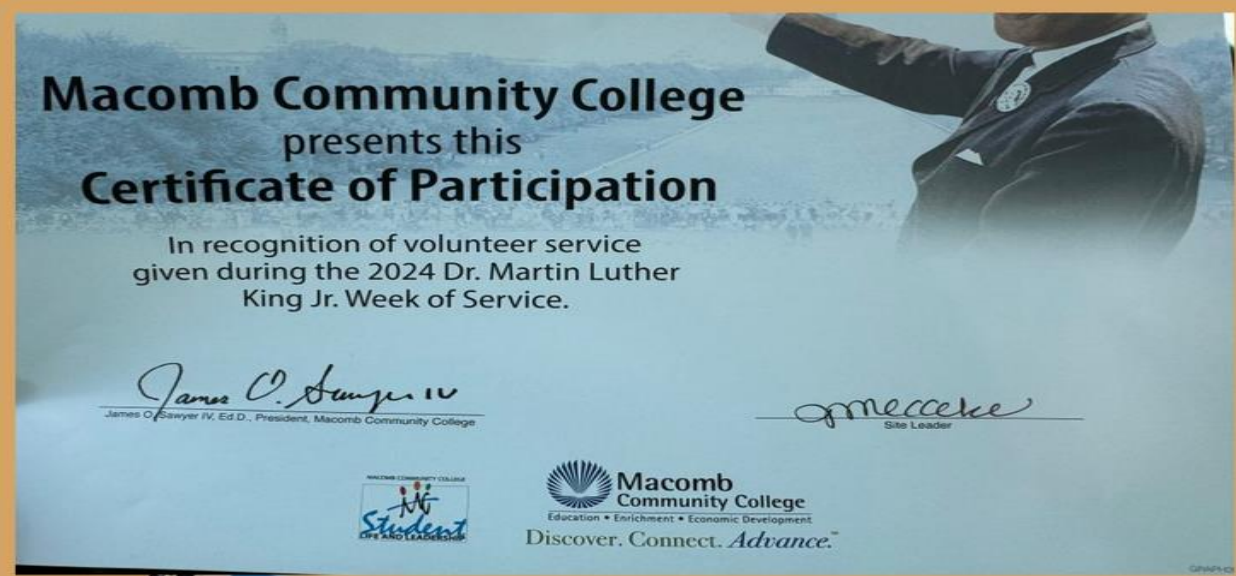
- Linda Brown, Moses Field
- Robin Bush, A.L. Holmes
- Talisha Hurks, Fisher Magnet
- Lisa Swartz, Mann
- LaRhonda Warren-McCann, Fisher Magnet
- Beverly Brown, retiree



# MEMBERS COMMEMORATING REV. DR. MARTIN LUTHER KING, JR.







January 15, 2024





### **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/](https://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](mailto:LWilson@dft231.com)
- Jason Posey, Executive Vice President, 313-875-6786, [JPosey@dft231.com](mailto:JPosey@dft231.com)
- Karin Whittler, Labor Affairs Administrator, 313-875-6776, [KWhittler@dft231.com](mailto: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](mailto:JPosey@dft231.com) ~ West Side locations (west of Woodward)
- Patrick Falcusan, Retirement Counselor, 313-875-6783, [PFalcusan@dft231.com](mailto:PFalcusan@dft231.com)
- Yolanda King, Organizing Fellow, 313-598-3961, [YKing@dft231.com](mailto:YKing@dft231.com)
- Regina Fuqua, Organizing Fellow, 313-875-6775, [RFuqua@dft231.com](mailto:RFuqua@dft231.com)
- Mae Winters, Office Assistant, 313-875-3500, [MWinters@dft231.com](mailto:MWinters@dft231.com)
- Vida Bonacci, Data Communications, 313-875-3500, [VBonacci@dft231.com](mailto: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](mailto: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.