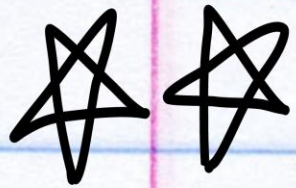
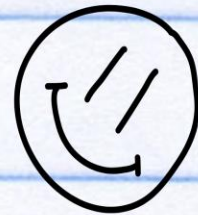
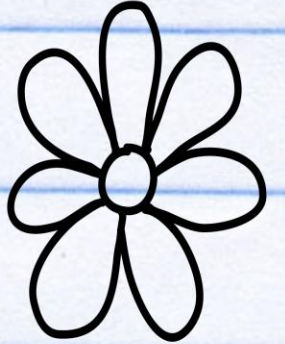


The Detroit Teacher



February 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 President's Pen



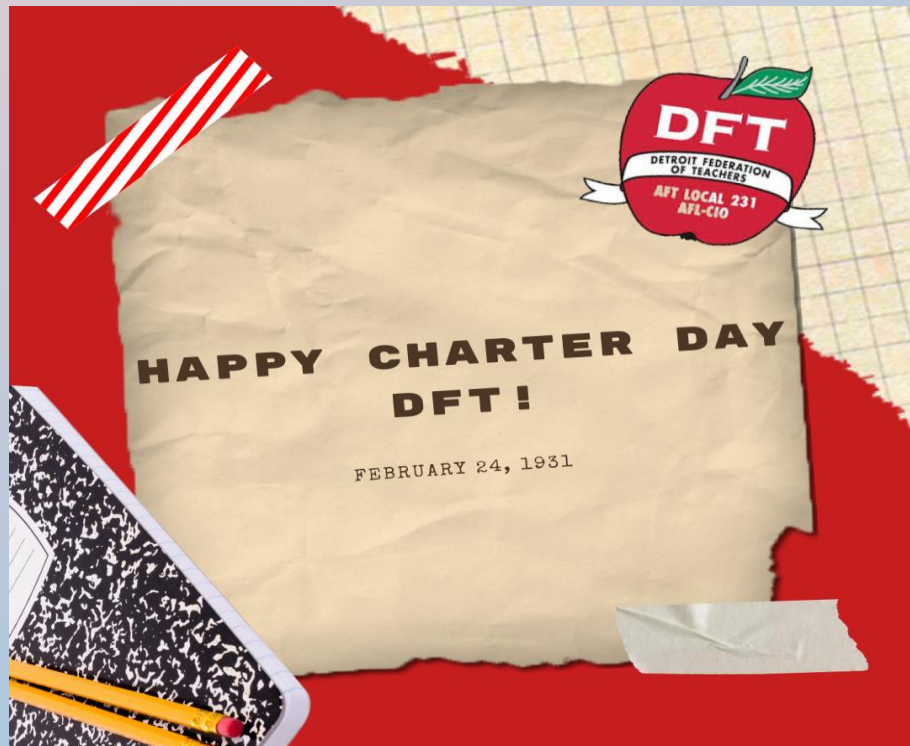
Lakia Wilson-Lumpkins

Since February 24, 1931 the Mighty, Mighty DFT has stood strong in the face of adversity. There have been times when people thought that the DFT would fold, but here we are, 93 years later, and we are still fighting for our staff, our students, our families and our community.

The participation of every member in this union is what keeps us going. DFT leadership does not work in isolation. The executive board, the trustees, the building representatives, the committee/chapter chairs, the school union committees are all vital to our work as a local. We do this because it is US taking responsibility for US. No one can advocate better for “me” than “me”. That’s why it is so important that you, as a DFT union member, assist in providing a team who is knowledgeable about our working and learning conditions. Every work location needs a building rep and a union committee. Why? No one knows your work location better than yourself. **You** are the expert at your job site. It’s your responsibility to know what is in the collective bargaining agreement and the district’s board policies. When you have a team in place, it makes it so much easier to navigate the day-to-day situations that arise. Building reps and the School Union Committee are the “base of this local” when it comes to contractual issues with the administrator.

As a dues-paying member you have open access to the DFT. You can attend and come to the microphone at general membership meetings. You can be a part of your school leadership team. You can advocate for your colleagues in chapter/committee meetings. You can support the social justice causes the AFT undertakes. You can participate in our Take Action campaigns. You can tell others why it’s important to be a union member. What you do will ensure that the DFT will be here for generations to come.

We're Still Here: The Mighty, Mighty DFT



DEMOCRACY IN EDUCATION: EDUCATION FOR DEMOCRACY"

AMERICAN FEDERATION OF TEACHERS
ORGANIZED APRIL 15, 1916
AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR
512 WEBSTER BUILDING
327 SOUTH LA SALLE STREET
CHICAGO, ILL.

Feb. 24, 1931

(Application for Charter)

To the Secretary-Treasurer:

The undersigned public school teachers of Detroit
(state) Michigan hereby subscribe to the constitution of the American Federation of Teachers, and in accordance with the provisions of said constitution, apply for a charter, to be issued to themselves and to their legally qualified successors, to constitute an affiliated Local Union to be known under the title of

(Name of Organization) Detroit Federation Teachers Federation
(Contemplated Jurisdiction) Detroit

SIGNED:

Name	Address
1. Elizabeth R. Rose ✓	6645 Eagle Place
2. Maxine Ousley ✓	15081 Stratmore
3. Shirley King ✓	5813 Clarendon
4. Elva Davis ✓	2911 Stratmore
5. Hugo H. Rose ✓	8448 Gale Ferndale, Mich.
6. J. Harrell ✓	6645 Eagle Place
7. J. Seidel ✓	4110 Springle Ave.
8. D.A. Chalk. ✓	2559 Baldwin
9. Edna S. Lammy ✓	2976 Northwestern Ave.
10.	3510 McCallan

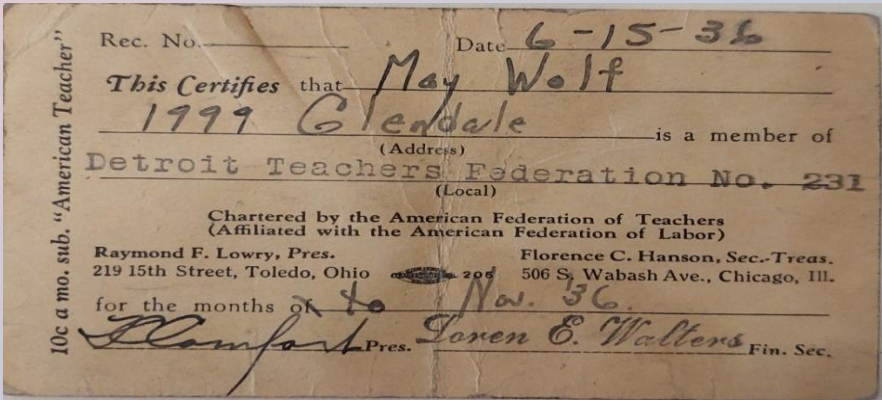
A _____ for \$10.00 in payment of charter fee is enclosed herewith.

Ethel E. Edloff
SECRETARY
Chairman, temporary
ADDRESS
8570 Clarendon W. W. Detroit, Mich.
2911 Stratmore

February General Membership Meeting Celebration of Charter Day



The photos were provided by AFT Archivist, Dan Golodner, of the Walter P. Reuther Library. The Walter P. Reuther Library, Archives of Labor and Urban Affairs was established as the Labor History Archives at Wayne State University in 1960, with the goal of collecting and preserving original source materials relating to the development of the American labor movement. The Reuther Library is the largest labor archives in North America and is home to the collections of numerous unions and labor-related organizations, including DFT 231. We wish to thank and credit Dan Golodner for providing us these photographs to be used. More information about the library can be found at <https://reuther.wayne.edu>



May Wolf is the wife of Walter Reuther



Group of students on their way to school



Classroom scene of college students from the College of the City of Detroit, now Wayne State U

CALENDAR

March	April	May
<ul style="list-style-type: none">• 5 Dues Pull• 7 Executive Board, 4:30 p.m.• 12 DPSCD School Board, 5:30 p.m.• 13 Parent Teacher Conferences, High School• 14 General Membership Meeting, 4:30 p.m.• 19 Retirees Chapter, 11:30 a.m.• 19 Dues Pull• 20 Parent Teacher Conferences• 25-29 Spring Break	<ul style="list-style-type: none">• 2 Dues Pull• 2 Quarter 3 ends• 2 Cycle 2 ends• 3 Quarter 4 begins• 4 Executive Board, 4:30 p.m.• 9 DPSCD School Board, 5:30 p.m.• 11 General Membership, 4:30 p.m.• 11 Report Cards• 16 Dues Pull• 16 Retirees Chapter, 11:30 a.m.• 19 Cycle 2+ ends• 22 EOY Debriefs begin• 30 Dues Pull	<ul style="list-style-type: none">• 2 Executive Board, 4:30 p.m.• 6-10 Staff Appreciation Week• 9 General Membership Meeting, 4:30 p.m.• 14 Dues Pull• 27 No School, Memorial Day• 28 Dues Pull• 31 EOY Debrief Ends

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.

February



MS Math @ Thirkell

Willie Brown is a 27-year veteran of the district and a proud union member. He started his career at Vernor Elementary and is now teaching 7th and 8th grade math at Thirkell K-8. During his career he has coached Academic Games, even having a student named a National Champion. He has also taught summer school for many years, in different locations around the district. He is a firm believer in using what he calls “quiet time”, after work, preparing lesson plans and gathering materials. Mr. Brown is a strong supporter of the DFT. Being a member means you have a say-so in how teachers are treated. It also means that you can advocate for better learning conditions for students. He states that being a member allows for teachers to be treated fairly.

Reminder From the PAC Chairs



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

Make a Difference!
DONATE

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, Regina Fuqua (East Side locations) at RFuqua@dft231.com or Clerical, Mae Winters at MWinters@dft231.com.

ongratulations!

President Wilson-Lumpkins is humbled by this recognition. She credits her mother who shared her profession and passion for all things children and education with her. She thanks the Children's Center of Wayne County for this Facebook post.



The Children's Center of Wayne County

2d · 🌐

We are showing appreciation to Lakia Wilson-Lumpkins for her advocacy in the teaching community in Detroit!
[#blackhistorymonth](#) [#blackfuturistmonth](#)



Happy Black History Month!



Lakia Wilson-Lumpkins serves as the current President of the Detroit Federation of Teachers, dedicating over 25 years to the organization. Beginning her journey as a first-grade teacher at Spain Elementary & Middle School in 1997, Lakia's roots run deep in Detroit, where she was born and raised and continues to live and work. She passionately advocates for social, educational, and economic justice in her community.



Work Locations Represented February 2024 General Membership Meeting

- ❖ Academy of the Americas
- ❖ Adult Education
- ❖ Bennett
- ❖ Brenda Scott
- ❖ Bunche
- ❖ Burton
- ❖ Carleton
- ❖ Carstens
- ❖ Carver
- ❖ Central Office
- ❖ Charles Wright
- ❖ Clippert
- ❖ Cody
- ❖ CMA
- ❖ Cooke
- ❖ DFT Office

- ❖ DFT Retirees
- ❖ Detroit Lions
- ❖ Drew
- ❖ Duke Ellington
- ❖ Durfee
- ❖ EIDC
- ❖ Edison
- ❖ Emerson
- ❖ Fisher
- ❖ Gardner
- ❖ Hutchinson
- ❖ Jerry L. White
- ❖ Mann
- ❖ Moses Field
- ❖ Mumford
- ❖ Munger
- ❖ Nolan

- ❖ OT/PT
- ❖ Palmer Park
- ❖ Pasteur
- ❖ Pershing
- ❖ Priest
- ❖ Ronald Brown
- ❖ Schulze
- ❖ Social Workers
- ❖ Southeastern
- ❖ SLP
- ❖ Thirkell
- ❖ Vernor
- ❖ Western

World Cancer Awareness Day at Drew Transition



Earlier this month the Charles Drew Transition center, a post-secondary school for students with special needs, aged 18-26, held their second annual world cancer awareness day. The goal was to provide information to students about cancer. Staff chose one type of cancer to highlight and decorated Classroom doors with that ribbon color. Informational packets were distributed to students which they received as they paraded around the building. This was not only a learning event for the students but for staff as well.

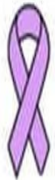
















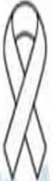








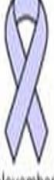







A large, light pink ribbon is draped across the background of the slide, symbolizing cancer awareness. The ribbon is tied in a loop, with its ends trailing off towards the bottom right. The background is a solid, slightly darker shade of pink.

Cancer Awareness
diverse colors of the
te us to raise awareness,
rly detecton and support
s and survivors in our
cipating in awareness
keeps the public
bout cancer research.

Cancer Ribbon Color Chart

All Cancers  Lavender	Appendix  August Amber	Bladder  May Marigold/Blue/ Purple	Brain  May Gray	Breast  October Pink	Cervical  January Teal/White	Childhood  September Gold	Colon  March Dark Blue	Esophageal  April Periwinkle	Gallbladder/ Bile Duct  February Kelly
Head & Neck  April Burgundy/Ivory	Hodgkin's Lymphoma  September Violet	Honors Caregivers  November Plum	Kidney  March Orange	Leiomyosarcoma  July Purple	Leukemia  September Orange	Liver  October Emerald	Lung  November White	Lymphoma  September Lime	Melanoma  May Black
Multiple Myeloma  March Burgundy	Neuroendocrine  November Zebra	Ovarian  September Teal	Pancreatic  November Purple	Prostate  September Light Blue	Sarcoma/Bone  July Yellow	Stomach  November Periwinkle	Testicular  April Orchid	Thyroid  September Teal/Pink/Blue	Uterine  September Peach

www.JustDontSendFlowers.com



DFT REMINDERS



1. There are to be no personal business days to be taken on the day before or the day after a holiday.
2. You must provide medical documentation to the DPSCD Employee Health Services Department if you are off work for more than five days. Forms can be obtained on the district HUB. You should not be providing medical documentation to principals, supervisors or clericals at any time.
3. To access information about the collective bargaining agreement, please go to the website: www.dft231.mi.aft.org/key-documents. The ratified agreements and the last collective bargaining book are at the top of the first page.

DUES/BILL HIGHWAY/MEMBERSHIP CONCERNS: Contact an Organizing Fellow. West Side locations handled by Yolanda King. East Side locations handled by 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.

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. Please contact an Organizing Fellow or Clerical, Mae Winters.

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

1. Log in to PeopleSoft with your DPSCD credentials.
2. Click on the **Compass** icon in the top right corner to open the Nav Bar. A drop-down menu will appear.
3. Click on **Navigator** icon.
4. Click on **Self Service**.
5. Click on **Payroll and Compensation**.
6. Click on **Compensation History**.
7. View your current salary with its location on the DFT Salary 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 exactly 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.

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)

- Yolanda King, Organizing Fellow, 313-598-3961, YKing@dft231.com
- Regina Fuqua, Organizing Fellow, 313-875-6775, RFuqua@dft231.com
- Patrick Falcusan, Retirement Counselor, 313-875-6783, PFalcusan@dft231.com
- Mae Winters, Office Assistant, 313-875-3500, MWinters@dft231.com
- Vida Bonacci, Data Communications, 313-875-3500, VBonacci@dft231.com

