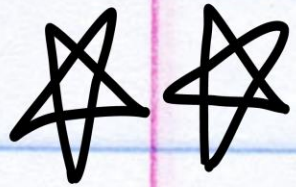
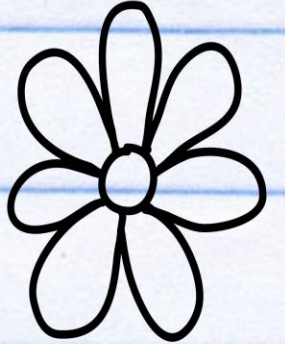


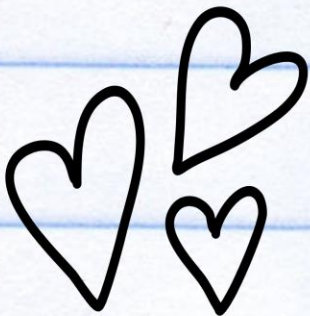
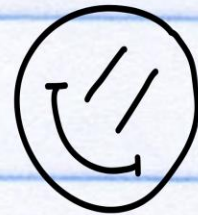
The Detroit Teacher



March 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 Executive Vice President's Pen



Jason Posey

I had the privilege to watch our president, Joe Biden, deliver the State of the Union address at a town hall meeting at Oakland University last month. News Nation gathered folks from metro Detroit to give their thoughts about this upcoming presidential election. Here's why the President has my support in this election.

- ✓ He is solution-focused.
- ✓ He is friendly towards labor. Remember when he came to Michigan to walk the picket lines with striking UAW members.
- ✓ He supports public education (unlike the Republicans who want to dismantle the Department of Education and farm out their responsibilities to many other federal agencies such as Labor, Justice and Human Services.
- ✓ He is expanding access to broadband internet.
- ✓ He wants the wealthy to pay their fair share of taxes.
- ✓ He supports women's reproductive rights.
- ✓ He is appointing federal judges who believe in justice as opposed to decreasing the rights of traditionally protected groups.
- ✓ He wants to be a good steward of this country and understands the weight of the office and the US's place on the world stage.

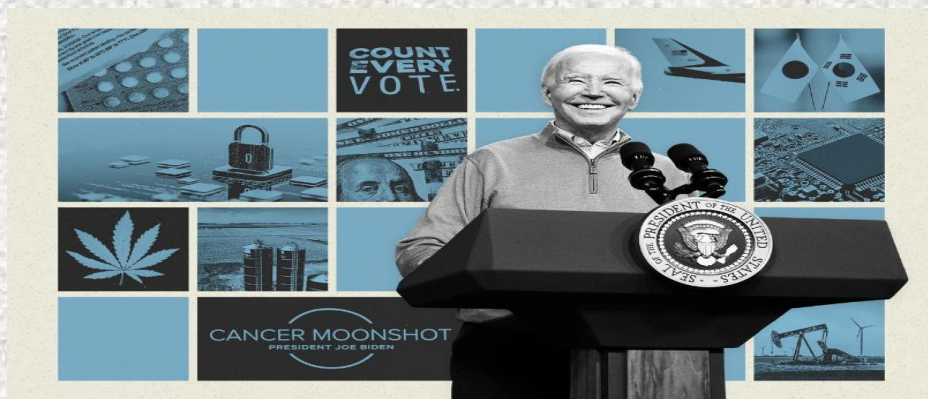
We have seen how the Biden administration operates. If he is re-elected, he will continue to expand the rights of all Americans, regardless of gender, religion, sexual orientation. The same cannot be said of his opponent. We have already experienced a Trump administration. If Trump is re-elected, he will be on a revenge tour. We know what policies conservatives will support, as it is laid out in a Project 2025 plan which has already been written by the Heritage Foundation. I encourage all of you to read [Chapter 11 of the Presidential Transition Plan](#), which describes how public education will be decimated. Here are just a handful of suggestions being put forth: Title I funds will be phased out in 10 years; eliminating the student loan forgiveness program; privatizing, if not eliminating GRAD Plus loans for grad students and Parent PLUS loans for parents of undergrads; parents will be given tax-payer dollars to enroll their children in any school of choice (charter, private, religious); 40% of educational funding will be allocated for international business programs; limiting the scope of new and pending civil rights office investigation; and even wants to stop teacher unions from acting in the best interest of students, staff and families.

These are not the changes we want or need: vote (and encourage others) to support the Biden/Harris ticket.

30 Things Joe Biden Has Done as President

1. **EDUCATION:** Penalties for college programs that trap students in debt
2. **SCHOOL SAFETY:** Gun violence prevention and gun safety boosted
3. **LABOR:** Expanded overtime guarantees for millions
4. **LABOR:** Union-friendly allies on the National Labor Relations Board making it harder to union-bust
5. **HEALTH CARE:** First over-the-counter birth control pill
6. **HEALTH CARE:** Accelerated cancer research to lower death rates
7. **HEALTH CARE:** Making medication more accessible through telemedicine
8. **CLIMATE:** Renewable power is second source of electricity
9. **CLIMATE:** Funding for farmers to go “climate-smart”
10. **HOUSING:** Prevention of discriminatory mortgage lending
11. **CONSUMER BANKING:** Crackdown on “junk fees” and overdraft charges
12. **WALL STREET:** Forcing Chinese companies to open their books
13. **ELECTIONS:** Reform the Electoral Count Act to prevent another January 6
14. **DEFENSE:** Building thousands of drone to attack enemy defenses
15. **AIR FORCE ONE:** Scrapped predecessor’s plan to paint Air Force One
16. **ENVIRONMENT:** Conservation for the Colorado River

17. **AGRICULTURE:** Boosting smaller food producers
18. **CANNABIS:** Recommending loosening federal restrictions on marijuana
19. **TECHNOLOGY:** Return microchip production to the US
20. **TECHNOLOGY:** System to fix 5G Wireless
21. **TRADE:** Tech firms have new international restrictions on data and privacy
22. **AFRICA:** Preventing a cobalt crisis in Congo
23. **CYBERSECURITY:** Cracking down on cyberattacks
24. **CYBERSECURITY:** New agency to investigate cyberattacks
25. **INDO-PACIFIC:** Countering China with a new alliance between South Korea and Japan
26. **ARTIFICIAL INTELLIGENCE:** Federal agencies to monitor AI
27. **INFRASTRUCTURE:** Fix bridges, build tunnels and expand broadband
28. **OIL:** US production of oil higher than any time in history
29. **CHINA:** Strengthen military ties to Asian allies
30. **TRANSPORTATION:** Make airlines pay when flights are canceled or delayed



[Click here for detailed information on these 30 items, courtesy of Politico.com](#)

Reminder From the PAC Chairs



Marcus Walton and
Robin Jennings

*"President @JoeBiden
and Vice President
@KamalaHarris are the
most pro-labor, pro-
public education leaders
our country has seen in
modern history." —
@rweingarten.*

#AFTvotes



Watch this 2 minute video as President Weingarten and
AFT members state why support the Biden/Harris ticket

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



Here's Why DFT Trustee Cassandra Davis is Supporting President Biden and VP Harris For Another Term



Ask Speech-Language Pathologist, Cassandra Davis, why she is casting her vote for Joe Biden and Kamala Harris and she will say he campaigned for universal student debt relief. She had student debt for more than 25 years, but today that financial burden is gone, something that could have only happened with Joe Biden in office.

This is the story she shared with Vice President Kamala Harris at a Democratic National Committee webinar honoring Black History Month. She graduated with her Master's degree in 1995, with a \$30,000 student loan debt. By 2021 her balance was more than \$94,000 due to the high interest rates. She applied for the Biden administration's forgiveness program, qualified and had her debt cancelled.

She knows that Biden will continue to fight for additional student loan forgiveness in his next term so that others can experience the financial freedom she enjoys today.



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.

Note: This document comes from the Michigan Association of School Boards. They did not stand with the Unions on some of this legislation, but they have recapped the changes affecting school districts.

https://www.voterveice.net/MASB/Campaigns/110193/Rcsp



ACTION CENTER

Public Acts Taking Effect in 2024

The Legislature passed many bills related to education in 2023, many of which will go into effect in February. The following is a list of new laws taking effect in 2024 that may affect your district.

Elliott Larsen Civil Rights Act Senate Bill 4, Public Act 6 of 2023

The Elliot Larsen Civil Rights Act (ELCRA) prohibits discrimination in employment, public accommodations and public services, educational facilities, and housing and real estate based on religion, race, color, national origin, age, sex, height, weight, familial status, or marital status. SB 4 expanded the ELCRA to now include sexual orientation and gender identity or expression. MASB supported the bill which will go into effect Feb. 13, 2024.

Read by Grade Three Senate Bill 12, Public Act 7 of 2023

SB 12 repeals the mandatory retention sections of the third-grade reading law. If a child is not reading at grade level as they move into fourth grade, the reading intervention program for that child will continue. However, the retention provision will still be in place for this school year. MASB supported this bill which will become effective Feb. 13, 2024.

Right-to-Work (Public Sector) House Bill 4004, Public Act 9 of 2023

The Legislature repealed Right-to-Work laws for both the public and private sectors. However, due to the 2018 U.S. Supreme Court decision in *Janus v AFSCME*, public employers are not allowed to require union membership as a part of employment. Therefore, the repeal in Michigan law will not take effect unless the Supreme Court ruling

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Action Center https://www.voterveice.net/MASB/Campaigns/110193/Rc

is overturned.

Prevailing Wage, House Bill 4007, Public Act 10 of 2023

HB 4007 reinstates prevailing wage for projects that are funded with any amount of state funds, including school district projects. An amendment was added that states school projects funded with revenue from millages authorized before the effective date of the act would not be subject to Prevailing Wage. The bill will become effective Feb. 13, 2024.

Repeal A-F Ranking System House Bill 4166, Public Act 34 of 2023

This bill repeals the current requirement that the Michigan Department of Education (MDE) assign letter grades and rankings to public schools known as the A-F rating system for schools. MASB supported the bill, and it will go into effect Feb. 13, 2024.

Sexual Assault Information Bill Senate Bill 66, Public Act 57 of 2023

This bill requires materials related to sexual assault and harassment to be provided to students in grades 6 through 12 beginning in the 2024-2025 school year. The Michigan Department of Education will develop the materials for schools to distribute. Districts are also encouraged to provide all school personnel with training on how to respond to students who have experienced sexual assault or harassment. Personnel training will take place at a minimum of every 5 years. MASB supported the bill.

Public Employee Relations Act (PERA), House Bills 4044, 4354, 4356-4357 and 4820, Public Acts 113, 115-116 and 143-144 of 2023

A series of bills were signed into law reinstating collective bargaining issues that were previously prohibited, among other labor related issues. MASB opposed all of the bills which will go into effect Feb. 13, 2024.

* HB **4044** amends the Public Employment Relations Act which states that upon the expiration of a contract, step increases, and health care contribution amounts are frozen until a new contract is in place. It also repeals the ban on retroactively applying wage increases unless required by an arbitration panel or included in a negotiated bargaining agreement.

* HB **4354** repealed a series of prohibited subjects of bargaining under the Public Employment Relations Act. The following issues will now be bargainable under the new law: teacher placement, layoff and recalls, teacher evaluation, employee discharge or discipline, classroom observations, merit pay, and how to notify parents about ineffective teachers.

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* HB **4356** allows the privatization of noninstructional services to be collectively bargained. This had been among the list of prohibited subjects under the Public Employment Relations Act. HB 4357 removes references in the school code to the items repealed under these bills.

The removal of these items under HBs 4354 and 4356 from the prohibited subjects list now makes each a mandatory subject of bargaining when working on a collective bargaining agreement.

* HB **4820** amends the Revised School Code to remove many of the factors that must be considered before laying off a teacher. It also adds teacher placement to the section and states that seniority must not be the major factor in determining placement or layoffs.

Paycheck Deduction of Union Dues House Bill 4233, Public Act 114 of 2023

HB 4233 allows school districts to automatically deduct union dues from employees' paychecks, at the employee's request. This reverses a law passed in 2012 that prohibited schools from deducting union dues from employee paychecks but not any other public employer. MASB supported this bill which will become effective Feb. 13, 2024.

Return to Work after Retirement House Bill 4752, Public Act 147 of 2023

HB 4752 allows a retiree to return to work in the first six months after retirement and not lose benefits as long as they did not make more than \$15,100 in a calendar year or serve as a superintendent. After six months, all restrictions are lifted and a retiree may freely work within a school district without penalty to their retirement benefits. This law went into effect on Oct. 10, 2023.

Filter First House Bill 4341, Public Act 154 of 2023

This bill is part of a package to require schools and day care centers to create a drinking water management plan which includes testing all potable sites for lead and other contaminants by January 2025. It also requires all drinking fountains or outlets providing water for consumption to be replaced by the end of the 2025-2026 school year with either a filtered bottle filling station or filtered faucet.

Teacher and Administrator Evaluation Changes Senate Bill 395, Public Act 224 of 2023

SB 395 makes multiple changes to the teacher and administrator evaluation law, including changing the rating categories and frequency of evaluations for effective employees and superintendents, and creating a process for reviewing an individual's evaluation. This law goes into effect on July 1, 2024. More detailed information is available in our November 1 edition of *DashBoard*.

Requiring Employee Information be Shared With Bargaining Units Senate Bill 169, Public Act 236 of 2023

This bill requires certain information about a new employee to be shared within 30 days of hiring with the bargaining unit representing the position. Information includes personal address, email, phone number as well as wages, job classification and work address. MASB opposed the bill because it does not require employee consent to share their information. It will go into effect on Feb. 13, 2024.

Paycheck Deduction of Political Action Committee Donations House Bill 4230, Public Acts 243 of 2023

This bill removes the prohibition on deducting political donations directly from a public employee's paycheck. It would allow, not require, a payroll deduction plan to be set up with an employee's consent. This will go into effect on Feb. 13, 2024.

Retirement Option Default for New Hires House Bill 5021, Public Act 250 of 2023

A new hire to a school district is required to choose a retirement plan within 75 days of their hire date. Currently, if the teacher has not selected a plan within that window, they default to a 401k, or the Tier 2 elective. This bill changes that default to the Tier 1, the pension hybrid plan. This will go into effect on Feb. 13, 2024.

Dental Assessments for School Enrollment Senate Bill 280, Public Act 316 of 2023

Beginning with the 2024-2025 school year, a parent or guardian must have their child receive a dental oral assessment within six months before the child enrolls in school for the first time. A district can't hold a child out if they have not complied, but the parent must be informed of the requirement and allow the Department of Health and Human Services to select an entity or person to conduct the exam. Previously a dental exam was encouraged before enrollment.



[Privacy Policy](#)

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48917-8249
517.327.5900 • fax 517.327.0775 • info@masb.org

CALENDAR

April	May	June
<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• 30 Executive Board, 4:30 p.m.• 31 EOY Debrief Ends	<ul style="list-style-type: none">• 6 General Membership Meeting, 4:30 p.m.• 7 Last Day for Students• 10 Professional Development for Staff• 11 Teachers Record Day• 11 Dues Pull• 25 Dues Pull

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.

March



Building Rep @ Noble

Unionism is a word used in Taneshe Vernon’s household. She is a proud member of the DFT, serving her first year as the building rep at Noble Elementary-Middle. Her partner is UAW Ford and her daughter is planning to return to her DPSCD roots when she completes her education program at Michigan State. Teaching is a career change for Taneshe and she takes a lot of pride in this profession. She has been with the district for 6 years, all of them at Noble. She teaches 6th and 7th grade math and is proud of her work with preparing her students for the high school exams. She has had 18 students go on to application schools such as Renaissance, Cass Tech and Marygrove. Many of those students come back to her after they have left for high school and refer to her as a “second mom”. She enjoys seeing her former students flourish.

Ask her why she values her DFT membership and this is what she has to say: We are stronger together than we are apart. I am glad to pay my dues because we are all a part of the DFT and we can only make our union stronger. Our union is for the people.



Work Locations Represented March 2024 General Membership Meeting

Keidan was in attendance at the February 2024 General Membership Meeting

- ❖ Academy of the Americas
- ❖ Adult Education
- ❖ Bates
- ❖ Bennett
- ❖ Brenda Scott
- ❖ Bunche
- ❖ Burton
- ❖ Carleton
- ❖ Carstens
- ❖ Carver
- ❖ Central HS
- ❖ Central Office
- ❖ Charles Wright
- ❖ Clippert
- ❖ Cody
- ❖ Coleman A. Young
- ❖ CMA
- ❖ Cooke
- ❖ Davison

- ❖ DFT Office
- ❖ DFT Retirees
- ❖ Drew
- ❖ Duke Ellington
- ❖ Durfee
- ❖ Earhart
- ❖ EIDC
- ❖ Edison
- ❖ Emerson
- ❖ Fisher
- ❖ FLICS
- ❖ Gardner
- ❖ Golightly EC
- ❖ Hutchison
- ❖ Jerry L. White
- ❖ Keidan
- ❖ Mackenzie
- ❖ Mann
- ❖ Moses Field
- ❖ Munger

- ❖ Neinas
- ❖ Noble
- ❖ Nolan
- ❖ Northwestern
- ❖ Paul Robeson Malcolm X
- ❖ Priest
- ❖ Randolph
- ❖ Renaissance
- ❖ Ronald Brown
- ❖ SSW
- ❖ Schulze
- ❖ Southeastern
- ❖ SLP
- ❖ Thirkell
- ❖ Vernon
- ❖ Western

Here's How Some of Our
Members Commemorated
in February

✦ **Black** ✦
History Month



Golightly Career & Technical Center
HOSPITALITY AND FOOD SERVICES
**HONORING OUR
LEGACY
BUFFET**
February 8th • 11:00 AM - 1:00 PM

~ **MENU** ~

- ◆ **Entree's** ◆
Cornmeal Crusted Catfish
Fried Chicken
Pulled Pork Sliders
- ◆ **Sensational Sides** ◆
Black Eyed Peas
Sauteed Cabbage
Candied Yams
- ◆ **Bountiful Salad Bar** ◆
Southern Style Potato Salad
Vegetable Pasta Salad
Fresh Fruit Selection
- ◆ **From The Bakery** ◆
Assorted Rolls & Cornbread
Delectable Desserts (Chef's Choice)
- ◆ **Beverages** ◆
Sweet Tea/ Punch/Coffee/Tea

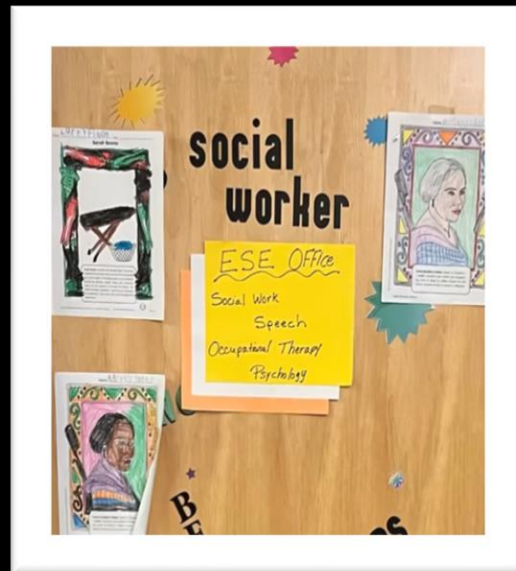
\$25 PER PERSON



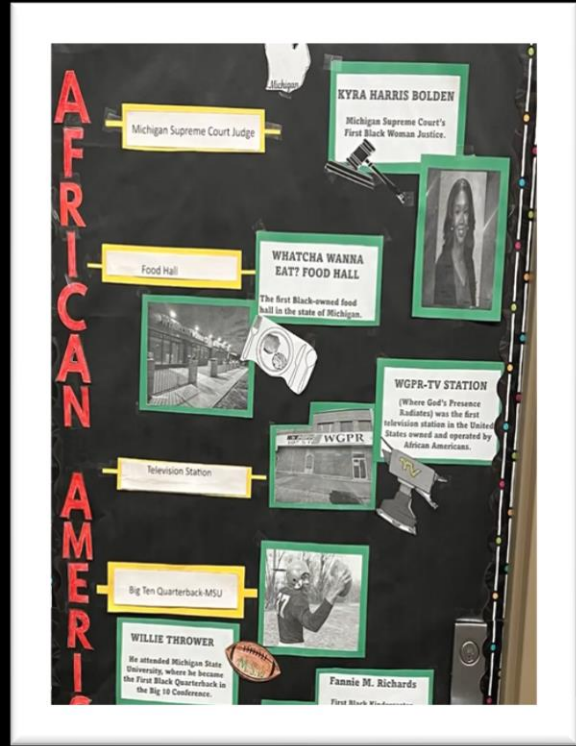
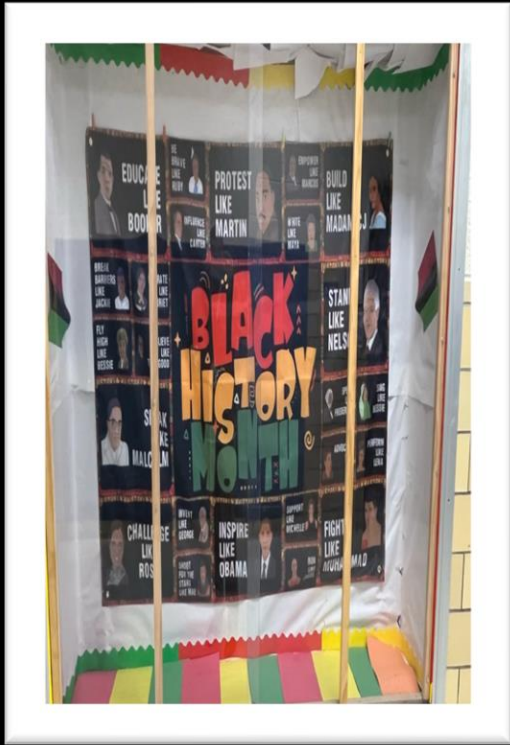
Central High School and Durfee chose a meaningful and unified way to honor the month by wearing the same t-shirt and showcasing their support for historically black colleges and universities and sororities such as Alpha Kappa Alpha and Delta Sigma Theta. This type of collective display not only fostered a sense of unity among the staff but also celebrates the rich history and contributions of African Americans. It's a positive and inclusive way to acknowledge and commemorate Black History Month.



Emerson Elementary Middle School Displays











DFT Leadership Team



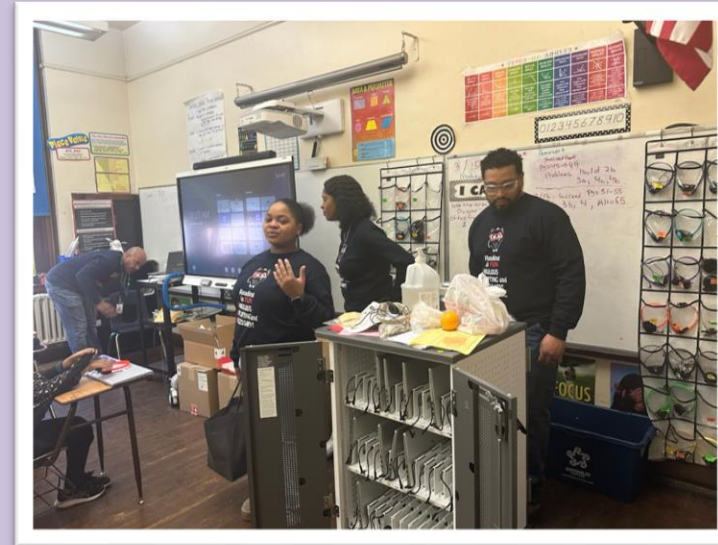
**Charles Drew
Transition Center**



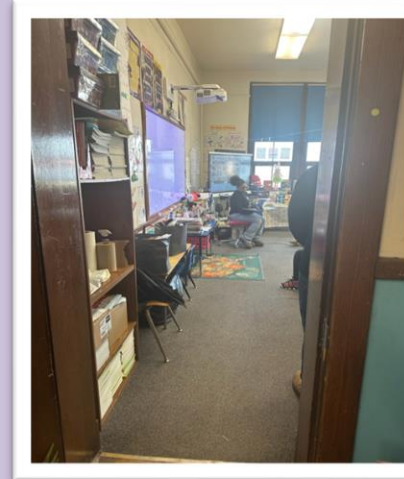
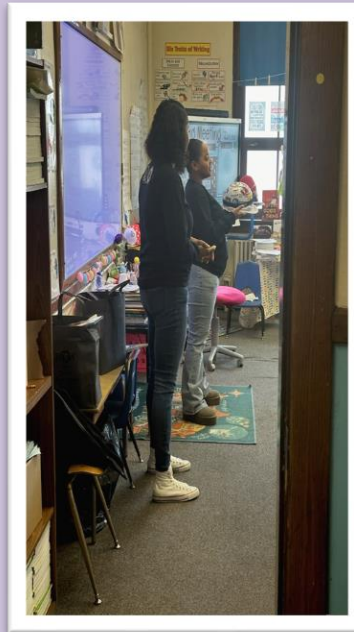
IBEW Local 58 Electricians are Volunteer Readers on 313 Day



3rd graders at Hutchinson Elementary Middle



2nd graders at Davison Elementary Middle



[IBEW Local 58 Electricians Read to Students on 313 Day](#) (Watch this local news story at Thirkell)

President Lakeria Wilson-Lumpkins
Sporting Her 313 Prove Them Wrong with Members



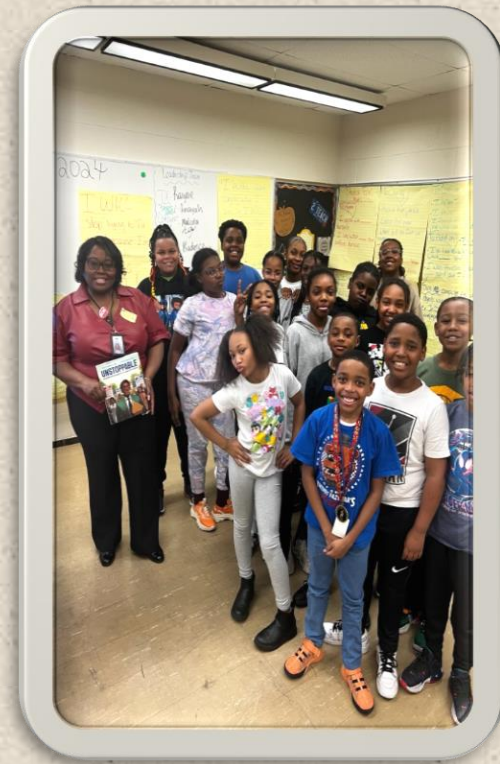
**MARCH IS READING
MONTH!
GUEST READERS**



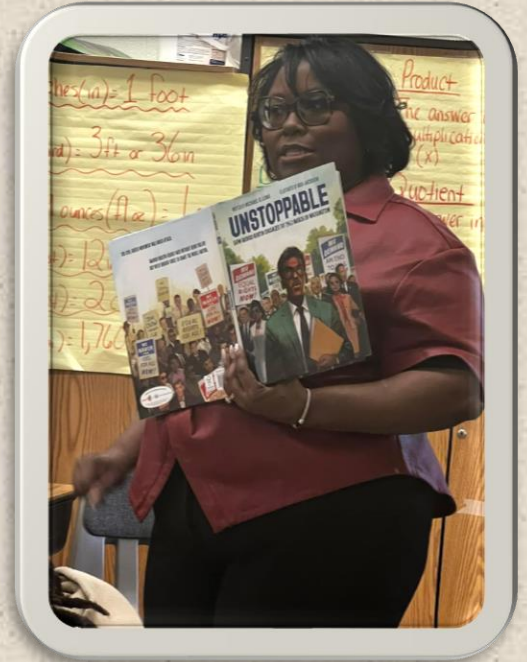
President Wilson-Lumpkins at Hutchinson



EVP Posey at Gardner Kindergarten



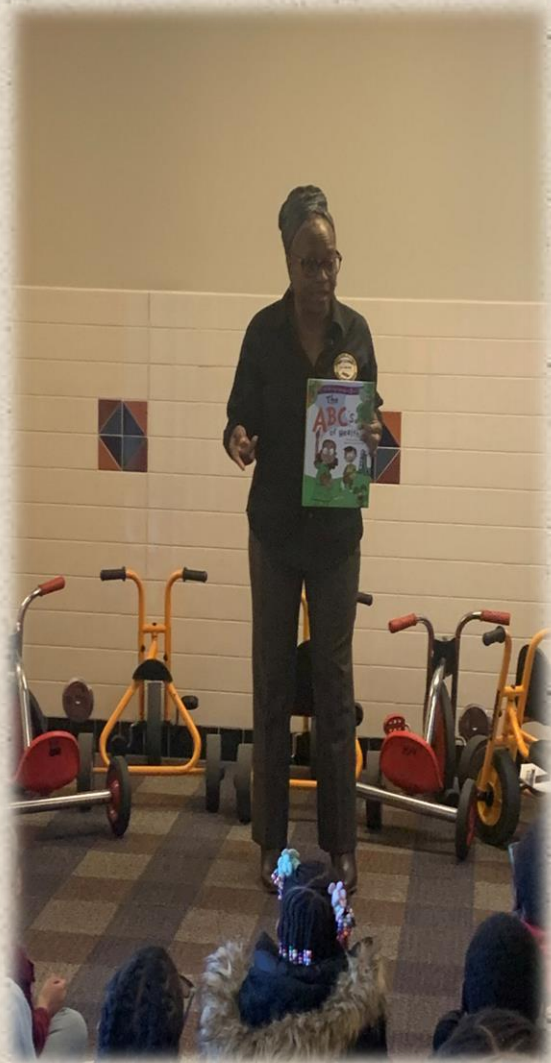
5th grade at MacArthur in Southfield



Dr. Tania M. Kemp-Covington reads a book to students at Emerson. The book, which she wrote, is about bullying and a little girl who has diabetes and is titled *There's Nothing Wrong With Me*.



Another guest reader at Emerson was Wayne County Commissioner, Monique Baker-McCormick, of District 6. She read to K-3 students a book called *The ABC's of Health*, a rhyming book by Peter Alderman.





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 if you are off work for more than five days. Forms can be obtained on the district HUB. 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 is 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. You can also contact Clerical, Mae Winters <mailto:MWinters@dft231.com> on Tuesdays and Thursdays at 313-875-3500.

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>

- Lakeria 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, 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

