

Detroit Federation of Teachers
&
Detroit Public Schools Community District
2024-2026 CBA Highlights

<i>Contract Subject</i>	<i>Key Change(s)</i>
Compensation	<ul style="list-style-type: none"> ● The starting salary is one of the best in Michigan ● The top has moved up significantly ● All bargaining unit members are receiving significant raises ● Other increases through stipends and bonuses
Discipline and Discharge (Job Security)	<ul style="list-style-type: none"> ● Just Cause discipline standard for all bargaining unit members after 1 year of employment. ● Increased Dues Process rights for ETC including 120 day process
Layoff and Recall (Job Security)	<ul style="list-style-type: none"> ● Clear and fair process for layoff and recall including seniority as major factor in determining layoff order
Evaluation	<ul style="list-style-type: none"> ● Contract rights around process ● Reduced the weight of the Commitment to Community School Component <ul style="list-style-type: none"> ○ No loss of points based on attendance or discipline
Seniority	<ul style="list-style-type: none"> ● Clear process for determining seniority calculation
Transfer	<ul style="list-style-type: none"> ● Interview rights for voluntary transfer ● Increased notice for involuntary transfers
Dues Deduction	<ul style="list-style-type: none"> ● Members can pay union dues through payroll deduction
Ancillary “Class Size” Overage and other Ancillary Issues	<ul style="list-style-type: none"> ● Sets limits (case load etc.) for ancillary staff and provides additional pay (\$500 per quarter)
School Schedules	<ul style="list-style-type: none"> ● No change - District wanted staff to be required to be at school 10 minutes early.
Teacher Leaders	<ul style="list-style-type: none"> ● Change name of Master Teachers
Respectful Work Environment	Commitments to strive to ensure: <ul style="list-style-type: none"> ● Safe bathroom ● Space for nursing mothers ● Recess
Coaches Stipends and	<ul style="list-style-type: none"> ● 7% increase

Clubs	<ul style="list-style-type: none"> • Added stipend for theater program positions
Marygrove	<ul style="list-style-type: none"> • Clarified 6th period pay
Montessori	<ul style="list-style-type: none"> • Added longevity stipends
Trained Support Coordinators	<ul style="list-style-type: none"> • Increased access to professional development • Clarified off duty-periods
Lions Blended Learning	<ul style="list-style-type: none"> • Defined procedures and expectations
Science and Social Studies Lead	<ul style="list-style-type: none"> • Added these positions with additional stipend
Literacy Lawsuit	<ul style="list-style-type: none"> • Only tied to literacy stipend dollars <ul style="list-style-type: none"> ○ Possibility to earn school wide bonus ○ Possibility to earn individual bonus for increasing literacy

