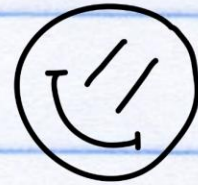
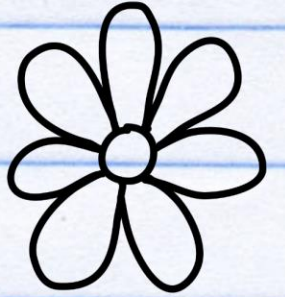
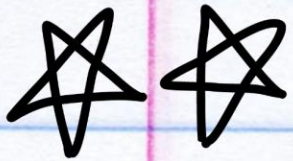
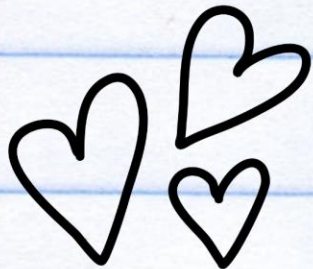


# *The Detroit Teacher*

January 2025



*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



**Lokia Wilson-  
Lumpkins**

## When We Fight, We Win!

It has been approximately 21 days since the inauguration and our heads are on a swivel— eliminations, deportations, Sharpie signed executive orders flying 100 miles per hour, restraining orders, lawsuits, etc. Thus, it has taken me much time to compose this message, as every action produces a reaction, causing a chain of meetings, travel and think tanks around me. I now truly believe my procrastination was not just one of reservation due to the swirling chaos around us, it was fate.

As this White House administration takes shape, what we are learning is that their strategy is to keep us distracted, confused and ultimately disinterested with chaos as they roll out Project 2025 not only across these 50 United States, but to influence the greater world around us. Let me be clear, as I previously stated, DFT we have a different fight upon our persons. I implore you to ask yourselves, “What am I going to do?”

During the election of 2024, a phrase was coined, “We’re not going back!” We should not be fighting a divisive cultural war built with prejudices, lies, tropes, mis- and disinformation. We should be championing what has made this country great—our nation’s diversity. We should not be fighting for the existence of the Department of Education and public schools. Public schools have provided access to education, career, extra-curricular and social skills for all children regardless of backgrounds and communities. We should not be fighting to keep safe transportation, healthy food, clean water and affordable prescription drugs. The Air Traffic Controller, National Institute for Health, the FBI and other agencies protect Americans’ health and security.

# From the President's Pen



**Lokia Wilson-  
Lumpkins**

## When We Fight, We Win!

The list of cuts and eliminations by this administration goes on and on and on. Yet, here we are having to fight these things and more. This new fight we are in is physically and mentally exhausting and seems almost hopeless. To quote Nelson Mandela, “It always seems impossible until it’s done.”

We must resist this administration’s tactics to control us by our differences in race, gender, religion, or political party. What we know is that “a house divided cannot stand”. As educators of Detroit’s school children, we have the power of perseverance, the confidence in ourselves to be this city’s change agents, confidence that our students can learn and will succeed, and the faith that this fight is not lost, it has begun. So, what is the solution? Solidarity, organization, temperance and education are paramount to our victory. Now more than ever, our union membership is essential to our being! We can no longer be fooled by the selfish ideology and employer favored Jedi-Mind-Trick of Right-to-Work. There is power, protection, strength and dignity in our solidarity. Consequently, I have some asks of each of you:

*Will you talk to your colleagues about membership as the weight of our union will be challenged in the fight ahead? We need all hands-on deck! The accomplishments of the Detroit Federation of Teachers cannot be overstated.*

*Will you celebrate all children, and all people? Each of our differences and struggles are important and worthy to be recognized and celebrated.*

# From the President's Pen



**Lokia Wilson-  
Lumpkins**

## When We Fight, We Win!

*Will you be unbiased and teach this country's and the world's accurate history? History is difficult, nuanced and causes sensitivity because humans have committed many atrocities over time, yet it is when we face those feelings that we learn, develop respect and empathize to do better in the future.*

Additionally, the solution requires us to also reject false narratives, teach and protect our democracy and work together. We have more in common than not. Our shared humanity begets solidarity, where we all should stand firm on protecting the very institution we embody, which is the institution of education.

Yes, we have many targets on our back. We are public school teachers. We are union. We are diverse. We promote representation, equity and inclusion. The democracy we believe in works together for a better life and a brighter future for EVERYBODY! This fight will not be fair or easy, yet I am here for it all and you are too—by choice or by default. As educators we are not passive participants in history, we actively shape history and fight for our students present and future lives. We are in this together! We have faced many hard fights before, a cast of superintendents, Emergency Managers, school closures, massive lay-offs, deplorable working conditions and the brink of bankruptcy. Moreover, we will fight this new war against us, and win. Let's not continue to talk about it, let's be about it! Following Super Bowl LIX, Mighty DFT in the words of Pulitzer Prize winning rapper Kendrick Lamar, let's get ready to squabble up!

# From the President's Pen



**Lokia Wilson-  
Lumpkins**

## When We Fight, We Win! Things You Can Do:

- Read the DFT Weekly Updates and Hotlines
- Read updates from AFT
- Read and enjoy the DFT Wellness Wednesday
- Attend DFT Membership Meetings
- Attend DPSCD School Board Meetings and those in your respective cities
- Attend DPSCD School Board Subcommittee Meetings (virtually of course)
- Join the DFT Political Action Committee
- Participate in DFT Actions
- Donate to the DFT COPE Fund
- Donate to the ACLU and other organizations that advocate for justice and democracy
- Focus
- Rest
- Unplug
- Start a new or reinvent an old hobby
- Envision a better future
- Attend and participate in your political party's district and state meetings
- Spread the truth
- Wean yourself from companies and media that enable and promote propaganda and fascism
- Become a precinct-delegate
- Sign worthy petitions
- Contact elected officials, local, state, and national
- Attend and participate in your local legislators' Coffee Hours and activities
- Call Congress
- **\*Vote in every election for candidates that represent and have proven to be defenders of your values and our rights**

# CALENDAR

## February

6 Executive Board 4:30 p.m.  
11 DPSCD School Board  
12 Count Day  
12 SSW Chapter 5:00 p.m.  
13 DFT General Membership 4:30 p.m.  
13 Midway through Q3  
17-21 mid winter break  
18 DFT Retirees Chapter 11:30 a.m.  
27 Early Childhood 5:30 p.m.

## March

6 Executive Board 4:30 p.m.  
11 DPSCD School Board  
12 PTC HS  
12 SSW Chapter 5:00 p.m.  
13 DFT General Membership 4:30 p.m.  
17 Academic Interventionists 6:00 p.m.  
18 DFT Retirees Chapter 11:30 a.m.  
18 Building Rep PD 4:30 p.m.  
19 PTC  
20 Middle School Chapter 5:00 p.m.  
20 ESE Chapter 5:30 p.m.  
24-28 spring break

## April

2 Quarter 3 ends  
3 Quarter 4 begins  
3 Executive Board 4:30 p.m.  
9 SSW Chapter 5:00 p.m.  
10 DFT General Membership 4:30 p.m.  
10 Report Card Distribution  
15 DFT Retirees Chapter 11:30 a.m.  
17 Middle School Chapter 5:00 p.m.  
17 ESE Chapter 5:30 p.m.  
18-21 Easter Break, district closed  
23 Early Childhood Chapter, 5:30 p.m.

Dates and times are subject to change.

DFT events are on website @ <https://dft231.mi.aft.org/events>.

DPSCD information can be found @ <https://www.detroitk12.org/>



## Work Locations Represented January 2025 General Membership Meeting

- ❖ Academy of Americas
- ❖ AOA Logan
- ❖ Adult Education
- ❖ A.L. Holmes
- ❖ Barton
- ❖ Bennett
- ❖ Bethune
- ❖ Brenda Scott
- ❖ Bunche
- ❖ Burns
- ❖ Carver
- ❖ Central HS
- ❖ Charles Wright
- ❖ Chrysler
- ❖ Coleman A. Young
- ❖ CMA
- ❖ Cooke
- ❖ Crockett
- ❖ Davis Aerospace
- ❖ Davison
- ❖ DFT Office
- ❖ DFT Retirees
- ❖ DIA
- ❖ Detroit Lions
- ❖ Drew
- ❖ Duke Ellington
- ❖ Durfee
- ❖ Earhart
- ❖ EIDC
- ❖ East English Village
- ❖ Edison
- ❖ Edmonson
- ❖ Emerson
- ❖ Fisher
- ❖ Gardner
- ❖ Gompers
- ❖ Hutchinson
- ❖ Jerry L. Wright
- ❖ John R. King
- ❖ Keidan
- ❖ Mann
- ❖ Marcus Garvey
- ❖ Marquette
- ❖ Marygrove
- ❖ Moses Field
- ❖ Munger
- ❖ Noble
- ❖ Northwestern
- ❖ Palmer Park
- ❖ Pasteur
- ❖ Priest
- ❖ Ronald Brown
- ❖ Schulze
- ❖ Southeastern
- ❖ SLP
- ❖ Thirkell
- ❖ Turning Point
- ❖ Vernor
- ❖ Western

# January

## Middle School Math



Kevin Percy became an educator in a way many of us did, by following a parent. In his case it was his mother, a retired special education teacher. Her membership in the DFT and AFT has shown him how being a part of a union is a benefit for everyone.

He has been teaching with DPS, now DPSCD, since September 2003. He is a product of DPS: Vetal and M.L. King High School. He has always taught middle school math, and his first position was actually at his alma mater, Vetal. Throughout his career he has taught at four schools: Vetal, Parker, Thirkell, and currently at J.R. King.

He recognizes that being a union member has several important benefits. The union has shown him over the years how being apart of a union is for the benefit of the entire body. As he states, "It may seem there are times you don't get everything you want, but we must remember we bargain for the whole and not for individuals."

Mr. Percy says the Union should always be supported because there are always outside forces trying to divide us. When people talk bad about our union, their purpose is to make our union weaker. Our union will always be stronger when we have great numbers. The stronger we are, the more unstoppable we will be.

Thank you for your DFT membership.





## AFT Resources on Immigration

<https://www.aft.org/our-community/immigration>

- [Rights for Immigrant Students/English](#)
- [Rights for Immigrant Students/Spanish](#)
- [Deportation Defense Toolkit/English](#)
- [Deportation Defense Toolkit/Spanish](#)
- [Educators' Guide/English](#)
- [Know Your Rights Information for Students and Families/English](#)
- [Know Your Rights Information for Students and Families/Spanish](#)
- [15 Things to Do to Protect Students/English](#)
- [Family Immigration Raid Emergency Plan/English](#)
- [Family Immigration Raid Emergency Plan/Spanish](#)
- [Share My Lesson Immigration Lesson Plans](#)
- [Colorín Colorado Serving and Supporting Immigrant Students](#)

# Installation of the 2025-2027 DFT Leadership Team

At the January General Membership Meeting AFT Michigan President, Terrence Martin, administered the Oath of Office to the Officers, Executive Board Members, and the Trustees of Local 231.

President Lokia Wilson-Lumpkins and Executive Board Member, Sarah Niemi, did their oaths online.



# Installation of the 2025-2027 DFT Leadership Team



## Front row:

Kimberly D. Mitchell, Robin Jennings, Kimberly L. Mitchell, Everett Whitfield, Samantha Hoskin, Cassandra Davis, Dwan McGrady, Marva Needham-Fletcher

Back row: Terrence Martin, Jason Posey, Rodney Fresh, Elena Brantley-Phillips, Marcus Walton, Jeff Wasilewski, Frank Donner, Mark Duffy

Not pictured: Lisa Card, Lokia Wilson-Lumpkins, Sarah Niemi

# DFT Members are NFL Fans



Bates



Speech & Hearing Center

# DFT Members are NFL Fans



Academy of Americas



DFT Leadership Team

# Congratulations to DFT Member Glenda Booker

Even though Sister Glenda Booker was not able to seek reelection as a DFT Vice President, she has found another way to provide a service to DFT members. She has been appointed by Governor Whitmer to serve on the board of the Michigan Public Schools Employees' Retirement System.

Glenda Booker, a dedicated and long-serving leader of DFT 231, accepted the position to hold a seat on the MPSERS Board. The governor made the announcement on December 19, 2024. Her term will expire on March 30, 2028. Ms. Booker is an accomplished English and Language Arts teacher at John R. King Academic and Performing Arts Academy. She was sworn in to office on Thursday, January 16<sup>th</sup>.

She holds a Bachelor of Arts in Early Childhood Education with an emphasis in Child Development from Mercy College of Detroit, a Master of Arts in Curriculum and Instruction from the University of Detroit Mercy, and a second Master of Arts in Education Administration.

This prestigious appointment is a testament to her unwavering commitment to education and her leadership within the educational field. Sister Booker says that she is eager to provide input that will help those who are ready to make the move from the classroom to retirement, just as she has done. She is excited to undertake a new learning adventure, too. Although we are losing her expertise on the Executive Board, we are so pleased that she will continue her dedication of service to not only DFT members, but to all educators in Michigan.



# Thank You DFT Members for Your Commitment to MLK



DFT Retiree Chapter Vice President, Cynthia Pearson-Matthews, making blankets for the homeless and dog shelters



Vida Bonacci, DFT Staff Member, attending the MLK program at Henry Ford Museum

# Thank You DFT Members for Your Commitment to MLK

## Black Catholic Ministries



**MLK Day  
Celebratory Mass  
Blessed Sacred Cathedral  
Detroit, MI**

Lisa Card, Central HS, directing the choir



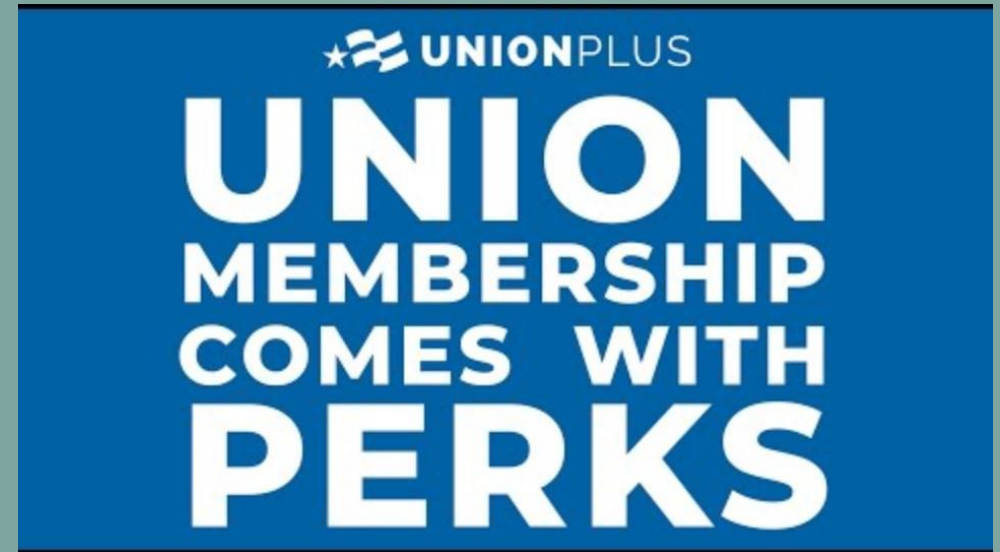
Dwan McGrady, Hutchinson, with sorors writing letters to those in assisted living, sending thank you notes to veterans, and making blankets



# Looking for Ways to Save Money?

Union Plus is a nonprofit organization founded by the AFL-CIO to provide consumer benefit programs exclusively to current and retired union members and their families. Its mission is to improve the quality of life for working families through unique products and services. We believe that supporting our union members keeps unions strong.

That means our commitment always starts and ends with union members just like you. We are focused on improving the lives of working families by supporting U.S.-based union workers and union-made products and offering unique union-needed help benefits products.



[Click here for a 1:00 overview of Union Plus](#)

# If You're Union, You're Eligible!



Working hard for union  
families since 1986

All current and retired union members are automatically eligible for the Union Plus Benefits. Oftentimes your parents, spouse and children are eligible, too. No Union Plus membership, no fees, no waiting period, no hassle.

What we don't do is use any union membership dues to finance our budget or benefits. We also do not manage any union pension funds or health care funds.

Get started today. Simply create a profile on our site. Be sure to indicate that *AFT* is your union. Sign up here: <https://www.unionplus.org/>



## Manage Your Finances

We offer a wide array of financial products including the Union Plus Credit Card, prepaid card and personal loan programs: <https://www.unionplus.org/benefits/money>



## Home and Auto Benefits

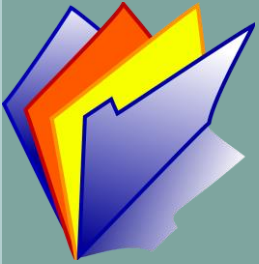
Exclusive union member savings and discounts for all home and auto needs, such as auto buying and mortgages: <https://www.unionplus.org/benefits/home-auto>



## Shopping Discounts

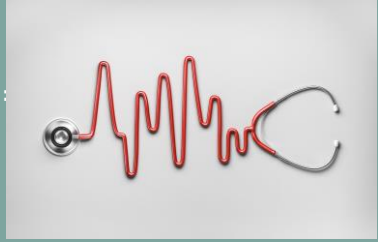
Save on everyday expenses such as your AT&T phone bill or other everyday purchases:

<https://www.unionplus.org/benefits/shopping-discounts>



## Insurance

Check out plans for auto, home, life, retiree health, and pet insurance: <https://www.unionplus.org/benefits/insurance>



## Health Care Discounts

Look at dental, vision, hearing and even alternative healthcare: <https://www.unionplus.org/benefits/health>



## Educational Costs

Our educational programs help you avoid student debt and earn your college degree affordably when you enroll in our college program. We also offer a Union Plus scholarship: <https://www.unionplus.org/benefits/education>



## Travel

**Savings on car rental, hotels, vacation tours, attractions:**  
<https://www.unionplus.org/benefits/travel>



## Hardship

**Benefits are designed to help union members who have fallen on hard times:**  
<https://www.unionplus.org/benefits/hardship-help>



# REMINDERS AND UPDATES

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## DUES/MEMBERSHIP CONCERNS:

Contact an Organizing Fellow: West Side locations handled by Yolanda King; East Side locations handled by Regina Fuqua. You can also contact Office Assistant, Mae Winters.

## ADDRESS, EMAIL, 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.*

## SEPARATION FROM THE DISTRICT:

It is the member's responsibility to notify the DFT Office when you separate from the district, whether resignation or retirement or Please contact an Organizing Fellow or the Office Assistant, Mae Winters.

## CHECK TO SEE IF YOUR CERTIFICATION EXPIRES IN 2025

You should be making plans to have your requirements fulfilled. The state is now accepting your credentials. More information can be found by logging on to your account at <https://mdoe.state.mi.us/moecs/login.aspx>.

**ALL CONTACT INFORMATION FOR DFT STAFF IS ON THE LAST PAGE**



#### 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.

# REMINDERS

## 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>

- Lokia 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, Frederick Douglass
- Jason Posey, Labor Affairs Administrator, 313-875-6786, [JPosey@dft231.com](mailto:JPosey@dft231.com)  
West Side locations (west of Woodward)
- Yolanda King, Organizing Fellow, 313-804-5580, [YKing@dft231.com](mailto:YKing@dft231.com)
- Regina Fuqua, Organizing Fellow, 313-875-6775, [RFuqua@dft231.com](mailto:RFuqua@dft231.com)
- Patrick Falcusan, Retirement Counselor and Financial Analyst, 313-875-6783, [PFalcusan@dft231.com](mailto:PFalcusan@dft231.com)
- Mae Winters, Office Assistant, 313-875-3500 press 6, [MWinters@dft231.com](mailto:MWinters@dft231.com)
- Vida Bonacci, Data Communications, 313-875-3500, [VBonacci@dft231.com](mailto:VBonacci@dft231.com)

