

**Detroit Public Schools Community District (DPSCD)
and
Detroit Federation of Teachers (DFT)
Tentative Agreement (Package)**

Agreements for 2020-2021

The parties hereby agree to the following tentative agreement for a successor collective bargaining agreement to begin July 1, 2020. See attachments with respect to each numbered item.

1. Economic tentative agreement
2. Assistant Attendance Officers and Attendance Agents Compensation
3. Bonus Eligibility List by Job Classification
4. Pathway Teachers Role LOA
5. 2021-2022 School Calendar and Templates
6. Appendix – Supplements for Athletic and Extra-Curricular Activities
7. Article 3, Information
8. Article 9.A, Insurance
9. Article 24.N.1, Music and Academic Coaches Pay
10. New – Organizing Fellows
11. New – Respectful Working Environment
12. Teacher Training Support Program
13. 2020-2021 New Teacher Mentor LOA
14. 2020-2021 ESE Lead Teacher Stipend LOA
15. 2020-2021 Civic Literacy Club Advisor LOA
16. 2020-2021 School Equity Lead LOA
17. ESL/Bilingual Tuition Assistance and Endorsement Program
18. 2020-2021 Employee Referral Bonus Program LOA
19. 2020-2021 Learning Centers

The contract provisions of the successor agreement not otherwise set forth above shall continue.

This tentative agreement is contingent upon the approval of the Board of Education and the Financial Review Commission, and upon ratification by the DFT members.

For the DFT:

Terrence Martin
Terrence Martin (Sep 24, 2020 15:00 EDT)

Lakia M. Wilson-Lumpkins
Lakia M. Wilson-Lumpkins (Sep 24, 2020 15:51 EDT)

For the District:

Andre Poplar
Andre Poplar (Sep 24, 2020 12:58 EDT)

Luis Solano
Luis Solano (Sep 24, 2020 13:36 EDT)

Gwendolyn Anderson
Gwendolyn Anderson (Sep 24, 2020 13:45 EDT)

Date: Sep 24, 2020

Date: Sep 24, 2020

Approved: _____


Nikolai P. Vitti, Ed.D., General Superintendent

DPSCD Initials: AP
Union Initials: TM
TA'D Date: Sep 24, 2020

2020-2021 DFT Compensation

1. A one (1) year collective bargaining agreement effective July 1, 2020 and expiring June 30, 2021.
2. New teachers hired as 0250 and 0251 during the 2020-2021 academic year shall be hired at the step 11 level (base starting salary of \$51,071) and shall be incorporated into the step schedule if there is an amendment to or repeal of subsections (3) and (4) of section 1250 of the School Code, MCL 380.1250 (3) and (4) that allows their incorporation into the step schedule. In alignment with the new hire teacher salary, current teachers in job classifications 0250 and 0251 with a BA that are below step 11 shall move to step 11 (\$51,071), effective the first day of the first semester of the 2020-2021 academic year. *This shall be the only step movement for these unit members during the 2020-2021 school year.*
3. New teachers hired as 0250 and 0251 during the 2020-2021 academic year with advanced degrees beyond a bachelor's degree shall be hired at the step 11 level (base starting salary of \$58,142 - \$58,742) and shall be incorporated into the step schedule if there is an amendment to or repeal of subsections (3) and (4) of section 1250 of the School Code, MCL 380.1250(3) and (4) that allows their incorporation into the step schedule. In alignment with the new starting salary for teachers with advanced degrees, all current teachers in job classifications 0250 and 0251 with a MA, MA+30, or Doctorate that are below step 11 shall move to step 11 (\$58,142; \$58,442; \$58,742, respectively) effective the first day of the first semester of the 2020-2021 academic year. *This shall be the only step movement for these unit members during the 2020-2021 school year.*
4. (ON STEPS) DFT unit members on the teacher salary schedule currently on steps 1-14 shall move one step on the salary schedule as of the beginning of the 2020-21 school year. *DFT unit members accelerated on steps pursuant to #2 and #3 above will not receive additional step movement indicated in this paragraph #4.*
5. (TOP STEP) DFT unit members at the top step of the salary schedule shall receive a base wage increase of 2.74% as of the beginning of the 2020-21 school year.
6. (HOURLY EMPLOYEES - \$15 HOURLY RATE). All DFT unit members not on the teacher salary schedule with an hourly rate below \$15 shall be increased to a minimum hourly rate of \$15 per hour as of the beginning of the 2020-21 school year.
7. All other DFT unit members not on the teacher salary schedule shall receive a base wage increase of 2.74% as of the beginning of the 2020-21 school year.
8. Retired DFT unit members (including previously employed retirees) hired by the District after June 30, 2020 shall be placed on Step 1 according to the degree held and shall not receive any benefit, step movement, bonus, or salary increase beyond

the base salary provided on Step 1. Retired unit members currently employed by the District shall remain on their current step until they discontinue employment with the District. Retired unit members shall be considered to have zero seniority for purposes of calculating teacher service and not be eligible for any leaves other than those prescribed by law. Step 1 compensation shall be the only compensation or financial incentive received by retired unit members, unless otherwise expressly agreed upon in writing by the parties.

9. DFT unit members as identified on the Bonus Eligibility List (attached hereto) employed by DPSCD on or before November 17, 2020, and on the payroll at the time the bonus payment is issued, shall receive a \$1,500 bonus. Retired DFT unit members as identified on the Bonus Eligibility List (attached hereto) employed by DPSCD on or before November 17, 2020, and on the payroll at the time the bonus payment is issued, shall receive a \$900 bonus. These bonuses shall be paid on a pay advice separate from regular pay on or before December 15, 2020.

A unit member in a long-term substitute position on or before September 24, 2020 who remains continuously employed in a long-term substitute position, that is, without a break in service, until the end of the school year, shall receive a \$900 bonus paid on or before June 30, 2021. A break in service shall be any break, not including scheduled breaks on the school year calendar, that is longer than five (5) school days between long-term assignments.

10. The parties agree that Eid-Al-Fitr shall be a recognized observance on the 2021-2022 Calendar as negotiated in a separate Letter of Agreement and a calendar template mutually agreed upon by the parties. (District proposed LOA and calendar templates attached).

DPSCD Initials: AP
Union Initials: TM
TA'D Date: Sep 24, 2020

**Detroit Public Schools Community District
and
DETROIT FEDERATION OF TEACHERS**

2020-2021 COMPENSATION PROPOSAL
FOR ASSISTANT ATTENDANCE OFFICERS & ATTENDANCE AGENTS

Assistant Attendance Officers shall be paid an annual salary based upon an hourly rate of \$15 per hour which is \$23,400.00 (8 hours × \$15/ hour × 195 days).

Attendance Agents on Steps 1-10 shall move one step on the teacher salary schedule effective the first day of the first semester of the 2020-21 academic year. Attendance Agents on Step 11 shall receive a salary enhancement bonus for the 2020-2021 Academic year equal to 2.74% of their annual salary paid in one payment on December 15, 2020 by separate pay advice.

Detroit Public Schools Community District (DISTRICT)

and

The Detroit Federation of Teachers (DFT)

Bonus Eligibility List by Job Classification (Sorted By Job Title)

August 6, 2020

Job Code	Job Descr	Eligibility	Bonus Amounts
AR90L	Day-to-Day Sub/Retiree-Limitat	NO	\$0
9000	Day-to-Day Substitute	NO	\$0
AR90	Retiree-Day to Day Sub	NO	\$0
9000	Substitute-Day to Day	NO	\$0
053R	Academic Interventioni-Retiree	YES	\$900
002R	Attendance Agent-Retiree	YES	\$900
CCTAR	College Transition Advis-Retir	YES	\$900
A270	Counselor - Retiree	YES	\$900
AMTR	Master Teacher - Retiree	YES	\$900
016RL	Orienta/Mob Spec-Retiree Limit	YES	\$900
AR95	Retiree-LTS/VAC/ W/O Benefits	YES	\$900
AR96	Retiree-Substitute/FMLA/LOA	YES	\$900
020R	School Psychologist-Retiree	YES	\$900
023R	School Social Worker - Retiree	YES	\$900
062R	Special Instructor-Retiree	YES	\$900
032RL	Speech Path Ret-Earnings Limit	YES	\$900
032R	Speech Pathologist-Retiree	YES	\$900
9130	Substitute/FMLA/LOA	YES	\$900
9500	Substitutue-LT/Vacancy	YES	\$900
029R	Tchr-Hrly, Retiree	YES	\$900
ARNC	Tchr-Retiree State NonCritical	YES	\$900
A030	Teacher - Retiree	YES	\$900
030R	Teacher Consultant -Retiree	YES	\$900
030RL	Teacher Consultant-Ret/Limitat	YES	\$900
A030L	Teacher-Retiree/Earnings Limit	YES	\$900
017R	Therapist,Occupational-Retiree	YES	\$900
APNT	Counselor - Alt Cert	YES	\$900
APTH	Teacher-Alt Cert Program	YES	\$900
0530	Academic Interventionist	YES	\$1,500
0010	Accompanist	YES	\$1,500
0380	Asst. Jrotc Instructor	YES	\$1,500
0020	Attendance Agent	YES	\$1,500
5540	Attendance Officer,Asst.	YES	\$1,500
0310	Audiologist C.C.C.	YES	\$1,500
A500	Behavior Specialist	YES	\$1,500
CCTA	College Transition Advisor	YES	\$1,500
A520	IEP Compliance Specialist	YES	\$1,500
0620	Instructor,Special	YES	\$1,500
0080	Jrotc Instructor	YES	\$1,500
0251	Master Teacher	YES	\$1,500
0150	Nurse,Registered (Degreed)	YES	\$1,500
0160	Orientation & Mobility Splst	YES	\$1,500
0200	Psychologist (School Diagnost)	YES	\$1,500
0270	School Counselor	YES	\$1,500
A082	School Improvement Coach	YES	\$1,500
0230	School Social Worker	YES	\$1,500
A510	Spec Ed Transition Specialist	YES	\$1,500
0320	Speech Pathologist C.C.C.	YES	\$1,500
0670	Tchr-Adult Ed	YES	\$1,500
0330	Tchr-Speech/Language Impaired	YES	\$1,500
0250	Teacher	YES	\$1,500
0260	Teacher - Day Trade	YES	\$1,500
0300	Teacher-Consultant(Spec Educ)	YES	\$1,500
0190	Therapist,Music (Registered)	YES	\$1,500
0170	Therapist,Occupational	YES	\$1,500
0180	Therapist,Physical	YES	\$1,500
ATSC	Training & Support Coordinator	YES	\$1,500

DPSCD Initials: AP

UNION Initials: MT

TA'D Date: Sep 24, 2020

(Incorporate into CBA)

**Detroit Public Schools Community District (“District”)
and
Detroit Federation of Teachers (“DFT”)**

PATHWAY TEACHERS

This Letter of Agreement is between the Detroit Public Schools Community District (District) and the Detroit Federation of Teachers (Union).

WHEREAS, the parties acknowledge the well-documented decrease in the number of college graduates completing teacher certification programs, particularly in hard-to-staff assignments.

WHEREAS, DPSCD Pathway role provides opportunities for aspiring teachers, to serve students full-time while working toward certification or licensure in a two-year time-frame.

THEREFORE, this Letter of Agreement provides the following agreement between the parties:

1. This is a role designed for individuals who are actively working towards completion of a teacher certification program while employed as a teacher of record in the District.
2. The participant must possess a bachelor’s degree (or higher) from an accredited institution with a G.P.A of 3.0 or higher (on a 4.0 scale).
3. The participant must show evidence of a major in their assigned area (30 credit hours) OR evidence of successfully passing the Michigan Test for Teacher Certification (MTTC) exam in that assignment. Physical education and music teachers may demonstrate professional experience in lieu of a major or test results but must still have a bachelor’s degree.
4. Pathways candidates are responsible for identifying and enrolling in a teacher preparation program approved by the Michigan Department of Education, although the District will provide information from available programs. Once the program requirements have been completed, the program provider makes the recommendation for the appropriate Michigan Teaching certificate and appropriate endorsements.
5. Newly hired Pathways candidates for 2020-2021 must work towards the necessary requirements to become certified and must, by April 1, 2021 demonstrate that they have passed the relevant MTTC exam for their assignment.
6. To renew the position for a second year, Pathway candidates must show proof that he or she is enrolled in a state-approved teacher certification program by May 1, 2021.
7. If Pathways candidates have not obtained Michigan teaching certification at the end of the second year (2021-2022), status in the Pathway role will be terminated and the individual will be reclassified to a day-to-day substitute.
8. A Basic Substitute Permit is required for Pathways candidates serving as teacher of record

prior to attaining certification. Permits will only be renewed for a second year if the requirements of the position are met. The District will pay for the permits.

9. Pathways candidates shall be hired at step 1 (starting salary of BA - \$38,500, MA - \$40335, MA+30 - \$40635, and Doctorate - \$40935). Candidates will remain at step 1 until they present evidence of a valid certification or license, at which time their salary will be adjusted in accordance with the provisions below.
10. Upon receipt of valid Michigan certification, Pathways candidates will be advanced to Step 11 of the teacher salary schedule. If certification is obtained by December 2020, current Pathway candidates with certification will be reclassified to 0250 status and will become eligible for all incentives, bonuses, and step movement, retroactive to August 31, 2020. As indicated in the parties' Bonus Eligibility list (attached hereto), Pathways candidates will receive a \$900 bonus – to be paid in a pay advice separate from regular pay on or before December 15, 2020. If certification is obtained by December 2020, Pathways candidates with certification will receive an additional \$600 bonus – to be paid in a pay advice separate from regular pay in or before January 2021.
11. Pathway candidates shall be eligible for health, dental, optical, employee only life insurance and sick leave and accrue ten (10) sick days per school year.
12. The parties shall meet, as necessary, to resolve any issues arising from the implementation or operation of this Pathways Program. In the event that the MDE issues new requirements or otherwise modifies the terms of this Pathways Program, then such requirements or modifications shall govern.

THEREFORE, by the representatives' signatures below, the parties agree to the terms (to be incorporated into the CBA) as outlined above.

For the DFT:

Terrence Martin
Terrence Martin (Sep 24, 2020 15:00 EDT)

Lakia M. Wilson-Lumpkins
Lakia M. Wilson-Lumpkins (Sep 24, 2020 15:51 EDT)

Date: Sep 24, 2020

For the District:

Andre Poplar
Andre Poplar (Sep 24, 2020 12:58 EDT)

Luis Solano
Luis Solano (Sep 24, 2020 13:36 EDT)

Gwendolyn Anderson
Gwendolyn Anderson (Sep 24, 2020 13:45 EDT)

Date: Sep 24, 2020

Approved: _____


Nikolai P. Vitti, Ed.D., General Superintendent

LETTER OF AGREEMENT
between
Detroit Public Schools Community District
and
Detroit Federation of Teachers

2021-2022 SCHOOL CALENDAR

WHEREAS, the Detroit Public Schools Community District ("District") and the Detroit Federation of Teachers ("DFT") (collectively "the parties") share the common goal of providing the best possible education for all children;

WHEREAS, this Letter of Agreement ("LOA") signifies the parties' agreement on essential terms of the 2021-22 School Calendar represented on the attached four (4) templates ("templates"), each of which recognizes Eid Al Fitr during the school year;

THEREFORE, the parties agree as follows:

1. One of the templates (attached) will be adopted as the 2021-22 School Calendar.
2. The selection will be made pursuant to and in accordance with DFT membership ratification and Board of Education approval.
3. This LOA will not constitute or be construed to operate as a waiver by the parties of any other bargaining rights or issues relating to the 2021-22 school year.

For the DFT:

Terrence Martin

Terrence Martin (Sep 24, 2020 15:00 EDT)

Lakia M. Wilson-Lumpkins

Lakia M. Wilson-Lumpkins (Sep 24, 2020 15:51 EDT)

For the District:

Andre Poplar

Andre Poplar (Sep 24, 2020 12:58 EDT)

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Luis Solano (Sep 24, 2020 13:36 EDT)

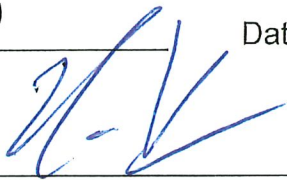
Gwendolyn Anderson

Gwendolyn Anderson (Sep 24, 2020 13:45 EDT)

Date: Sep 24, 2020

Date: Sep 24, 2020

Approved: _____


Nikolai P. Vitti, Ed.D., General Superintendent

T1: 2021-2022 - 181/186 DAYS - POST-LABOR DAY START - 07.07.20 w/Eid-Al-Fitr Observance - Short LWB

FIRST SEMESTER

MON	TUE	WED	THU	FRI
-----	-----	-----	-----	-----

JUNE 2021

	1	2	3	4
7	8	9	10	11
14	15	16	RC	18
21	22	23	24	25
28	29	30		

JULY 2021

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

AUGUST 2021

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

SEPTEMBER 2021

1	2	3	4	5
6	7	TW	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

OCTOBER 2021

			1	2
4	5	CD	7	8
11	12	PTC	14	15
18	19	PTC	21	22
25	26	27	28	29

NOVEMBER 2021

1	2	3	4	5
8	Q2	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

DECEMBER 2021

			2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

EL-MS Students present on 181
 HS Students present on 181
 Staff present for 186
THIS SCHOOL YEAR HAS

SECOND SEMESTER

MON	TUE	WED	THU	FRI
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JANUARY 2022

3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	Q2
Q3				

FEBRUARY 2022

	1	2	3	RC
7	8	CD	10	11
14	15	16	17	18
21	22	23	24	25
28				

MARCH 2022

	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	PTC	24	25
28	29	30	31	

APRIL 2022

4	5	6	7	8
11	TD	TD	Q3	14
18	19	20	RC	22
25	26	27	28	29

MAY 2022

<i>Eid-Al-Fitr Observance</i>				
			5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

JUNE 2022

			2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	Q4	RC
27	28	29	30	31

Parent-Teacher Conferences:
 K-8th Grade: October 20 and March 23
 9th-12th Grade: October 13 and March 16

August 30 is the reporting day for teachers
 September 7 is the reporting day for students
 June 23 last day for Students
 June 24 last day for Teachers

STUDENTS PRESENT 0
 STAFF PRESENT 0

STUDENTS PRESENT 0
 STAFF PRESENT 0

STUDENTS PRESENT 0
 STAFF PRESENT 2

STUDENTS PRESENT 18
 STAFF PRESENT 19

STUDENTS PRESENT 22
 STAFF PRESENT 22

STUDENTS PRESENT 18
 STAFF PRESENT 19

STUDENTS PRESENT 13
 STAFF PRESENT 13

181 DAYS

KEY:	
TW	Teacher Workday
PDz	Partnership Schools - Professional Development Day
PD	All Schools - Professional Development Day
NTO	New Teacher Orientation
TPD	Teacher Professional Development - Voluntary
ASPD	After-school, 1-hour professional development sessions - eighteen (18) 1-hour sessions in total to yield the equivalent approximately 2.5 Days of PD Time
SSPD	Summer School Professional Development
CD	Membership Count Days
TD	High School Testing Days
PTC	Parent Teacher Conferences
PTC-HS	Parent Teacher Conferences - High School
RC	Report Card Day
S	Semester/Quarter Boundary
EAF	EID-Al-Fitr Observance
DRH	District Recognized Holiday

DPSD Initials: *AP*
 UNION Initials: *TM*

TA'D Date: Sep 24, 2020

T2: 2021-2022 - 181/186 DAYS - POST-LABOR DAY START - 07.07.20 w/Eid-Al-Fitr Observance

FIRST SEMESTER

SECOND SEMESTER

MON TUE WED THU FRI

MON TUE WED THU FRI

JUNE 2021

	1	2	3	4
7	8	9	10	11
14	15	16	RC	18
PD	PD	PD	PD	PD
PD	PD	PD	PD	PD

STUDENTS PRESENT 0
STAFF PRESENT 0

JANUARY 2022

3	4	S	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	Q2
Q3				

STUDENTS PRESENT 20
STAFF PRESENT 20

JULY 2021

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

0 0

FEBRUARY 2022

	1	S	3	RC
7	8	CD	10	11
14	15	16	17	18
21	22	23	24	25
28				

15 15

AUGUST 2021

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
PD	PD			

0 2

MARCH 2022

	1	S	3	4
7	8	9	10	11
14	15	PTC	17	18
21	22	PTC	24	25
28				

19 19

SEPTEMBER 2021

1	2	3	4	5
8	9	TW	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

18 19

APRIL 2022

4	5	S	7	8
11	TD	TD	Q3	14
18	19	20	RC	22
25	26	27	28	29

19 19

OCTOBER 2021

			1	2
4	5	CD	7	8
11	12	PTC	14	15
18	19	PTC	21	22
25	26	27	28	29

22 22

MAY 2022

Eid-Al-Fitr Observance				
			5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
31				

18 18

NOVEMBER 2021

1	PD	3	4	5
8	Q2	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

18 19

JUNE 2022

		S	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
Q4	RC	27	28	29

19 20

DECEMBER 2021

		S	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

13 13

EL-MS Students present on 181
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181 DAYS

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RC	Report Card Day
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EAF	EID-Al-Fitr Observance
DRC	District Recognized Holiday

DPSCD Initials: AP

UNION Initials: TJM

TA'D Date: Sep 24, 2020

T3: 2021-2022 - 181/186 DAYS - PRE-LABOR DAY START - 07.07.20 w/Eid-Al-Fitr Observance

FIRST SEMESTER

SECOND SEMESTER

MON	TUE	WED	THU	FRI
-----	-----	-----	-----	-----

MON	TUE	WED	THU	FRI
-----	-----	-----	-----	-----

JUNE 2021

	1	2	3	4
7	8	9	10	11
14	15	16	RC	18
PD	PD	PD	PD	PD
21	22	23	24	25
28	29	30		

JANUARY 2022

3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	Q2
Q3				

STUDENTS PRESENT: 0
STAFF PRESENT: 0

STUDENTS PRESENT: 20
STAFF PRESENT: 20

JULY 2021

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

FEBRUARY 2022

1	2	3	RC	
7	8	CD	10	11
14	15	16	17	18
21	22	23	24	25
28				

STUDENTS PRESENT: 0
STAFF PRESENT: 0

STUDENTS PRESENT: 15
STAFF PRESENT: 15

AUGUST 2021

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

MARCH 2022

1	2	3	4	
7	8	9	10	11
14	15	16	17	18
21	22	PTC	24	25
28	29	30	31	

STUDENTS PRESENT: 2
STAFF PRESENT: 5

STUDENTS PRESENT: 19
STAFF PRESENT: 19

SEPTEMBER 2021

1	2	3		
7	8	9	10	
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

APRIL 2022

4	5	6	7	8
11	TD	TD	Q3	14
18	19	20	RC	22
25	26	27	28	29

STUDENTS PRESENT: 18
STAFF PRESENT: 19

STUDENTS PRESENT: 19
STAFF PRESENT: 19

OCTOBER 2021

		1	2	
4	5	CD	7	8
11	12	PTC	14	15
18	19	PTC	21	22
25	26	27	28	29

MAY 2022

EID-Al-Fitr Observance				
9	10	11	5	6
16	17	18	19	20
23	24	25	26	27
31				

STUDENTS PRESENT: 22
STAFF PRESENT: 22

STUDENTS PRESENT: 18
STAFF PRESENT: 18

NOVEMBER 2021

1	PD	3	4	5
8	Q2	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

JUNE 2022

		2	3	
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

STUDENTS PRESENT: 18
STAFF PRESENT: 19

STUDENTS PRESENT: 17
STAFF PRESENT: 17

DECEMBER 2021

		2	3	
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

STUDENTS PRESENT: 13
STAFF PRESENT: 13

EL-MS Students present on 181
HS Students present on 181
Staff present for 186
THIS SCHOOL YEAR HAS **181 DAYS**

Parent-Teacher Conferences:
K-8th Grade: October 20 and March 23
9th-12th Grade: October 13 and March 16

August 24 is the reporting day for teachers
August 30 is the reporting day for students
June 23 last day for Students (Half Student Day)
June 23 last day for Teachers (1/2 Records Day)

KEY:

TW	Teacher Workday	CD	Membership Count Days
PDz	Partnership Schools - Professional Development Day	TD	High School Testing Days
PD	All Schools - Professional Development Day	PTC	Parent Teacher Conferences
NTO	New Teacher Orientation	PTC-HS	Parent Teacher Conferences - High School
TPD	Teacher Professional Development - Voluntary	RC	Report Card Day
ASD	After-school, 1-hour professional development sessions - eighteen (18) 1-hour sessions in total to yield the equivalent approximately 2.5 Days of PD Time	S	Semester/Quarter Boundary
SSPD	Summer School Professional Development	EAF	EID-Al-Fitr Observance
23	Combined Last Student Day and Teacher Records Day	DRH	District Recognized Holiday

DPSCD Initials: AP
UNION Initials: TM
TA'D Date: Sep 24, 2020

T4: 2021-2022 - 181/186 DAYS - PRE-LABOR DAY START - 07.07.20 w/Eid-Al-Fitr Observance - Short LWB

FIRST SEMESTER

SECOND SEMESTER

MON	TUE	WED	THU	FRI
JUNE 2021				
	1	2	3	4
7	8	9	10	11
14	15	16	RC	18
PD	PD	PD	PD	PD
24	25	26		

STUDENTS PRESENT: 0
STAFF PRESENT: 0

MON	TUE	WED	THU	FRI
JULY 2021				
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

STUDENTS PRESENT: 0
STAFF PRESENT: 0

MON	TUE	WED	THU	FRI
AUGUST 2021				
1	2	3	4	5
8	9	10	11	12
15	17	18	20	21
22	PD	PD	TW	26
30	31			

STUDENTS PRESENT: 2
STAFF PRESENT: 5

MON	TUE	WED	THU	FRI
SEPTEMBER 2021				
	1	2	3	
DR	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

STUDENTS PRESENT: 18
STAFF PRESENT: 19

MON	TUE	WED	THU	FRI
OCTOBER 2021				
		1	2	
4	5	CD	7	8
11	12	13	14	15
18	19	PTC	21	22
25	26	27	28	29

STUDENTS PRESENT: 22
STAFF PRESENT: 22

MON	TUE	WED	THU	FRI
NOVEMBER 2021				
1	2	3	4	5
8	Q2	10	11	12
15	16	17	18	19
22	23	24	DR	26
29	30			

STUDENTS PRESENT: 18
STAFF PRESENT: 19

MON	TUE	WED	THU	FRI
DECEMBER 2021				
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

STUDENTS PRESENT: 13
STAFF PRESENT: 13

EL-MS Students present on 181
HS Students present on 181
Staff present for 186
THIS SCHOOL YEAR HAS

181 DAYS

MON	TUE	WED	THU	FRI
JANUARY 2022				
3	4	5	6	7
10	11	12	13	14
DR	18	19	20	21
24	25	26	27	Q2
Q3				

STUDENTS PRESENT: 20
STAFF PRESENT: 20

MON	TUE	WED	THU	FRI
FEBRUARY 2022				
	1	2	3	RC
7	8	CD	10	11
14	15	16	17	18
DR	22	23	24	25
28	29			

STUDENTS PRESENT: 17
STAFF PRESENT: 17

MON	TUE	WED	THU	FRI
MARCH 2022				
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	PTC	24	25
28	29	30	31	

STUDENTS PRESENT: 19
STAFF PRESENT: 19

MON	TUE	WED	THU	FRI
APRIL 2022				
4	5	6	7	8
11	TD	TD	Q3	DR
18	19	20	RC	22
25	26	27	28	29

STUDENTS PRESENT: 19
STAFF PRESENT: 19

MON	TUE	WED	THU	FRI
MAY 2022				
EID-Al-Fitr Observance				
			5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
DR	31			

STUDENTS PRESENT: 18
STAFF PRESENT: 18

MON	TUE	WED	THU	FRI
JUNE 2022				
			2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

STUDENTS PRESENT: 15
STAFF PRESENT: 15

Parent-Teacher Conferences:
K-8th Grade: October 20 and March 23
9th-12th Grade: October 13 and March 16

August 24 is the reporting day for teachers
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KEY:	
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ASPD	After-school, 1-hour professional development sessions - eighteen (18) 1-hour sessions in total to yield the equivalent approximately 2.5 Days of PD Time
SSPD	Summer School Professional Development
21	Combined Last Student Day and Teacher Records Day
CD	Membership Count Days
TD	High School Testing Days
PTC	Parent Teacher Conferences
PTC	Parent Teacher Conferences - High School
RC	Report Card Day
S	Semester/Quarter Boundary
DR	EID-Al-Fitr Observance
DR	District Recognized Holiday

DPSKD Initials: AP

UNION Initials: TM

TA'D Date: Sept 24, 2020

Appendix X: Supplements for Athletic and Extra-Curricular Activities

Athletics – High School - Sport	Head Coach	Assistant Coach
Athletic Coordinator	\$4,261	
Baseball	\$2,970	\$1,747
Basketball (Boys/Girls)	\$4,207	\$2,476
Basketball - JV (Boys/Girls)	\$2,476	\$1,457
Cheerleader	\$4,207	\$2,475
Cross Country (Boys/Girls)	\$1,979	\$1,164
Football	\$4,207	\$2,476
Football - JV	\$2,476	\$2,476
Field Hockey	\$2,945	\$1,733
Golf	\$1,962	\$1,154
Softball	\$2,970	\$1,747
Swimming - Boys	\$2,970	\$1,747
Swimming - Girls	\$2,970	\$1,747
Tennis	\$1,962	\$1,154
Track & Field (Boys/Girls)	\$3,468	\$2,040
Volleyball - Varsity	\$2,970	\$1,747
Volleyball – JV	\$1,664	\$979
Athletics – K-8 - Sport	Head Coach	Assistant Coach
Baseball (7-8)	\$500	
Baseball (5-6)	\$450	
Basketball - Boys (7-8)	\$500	
Basketball – Girls (7-8)	\$500	
Basketball (5-6)	\$450	
Basketball (K-2)	\$350	
Basketball – COED (3-4)	\$400	
Cheerleader (7-8)	\$400	
Cheerleader (5-6)	\$400	
Cheerleader (3-4)	\$400	
Cheerleader (K-2)	\$350	
Cross Country	\$500	
Football – Flag (7-8)	\$500	
Football – Flag (5-6)	\$450	
Football – Flag (3-4)	\$400	
Football – Flag (K-2)	\$350	
Soccer (7-8)	\$350	
Soccer (5-6)	\$350	
Soccer (3-4)	\$350	
Soccer (K-2)	\$350	
Softball (7-8)	\$500	
Softball 5-6)	\$450	
Track & Field (7-8)	\$500	
Track & Field (5-6)	\$450	
Track & Field (3-4)	\$400	
Track & Field (K-2)	\$350	
Volleyball (7-8)	\$500	
Volleyball (5-6)	\$450	

Extra-Curricular Activity Supplements - Activity	Supplement	Notes
Academic Games	\$3,124	
BPA (Business Professionals of America)	\$3,124	
Career Technical Student Organization (CTSO) Coach	\$3,124	
Chess Coach	\$3,124	
Civic Literacy Club	\$1000	
Dance Teacher	\$2,945	
Debate Coach	\$2,000	
DECA (formerly Distributive Education Clubs of America)	\$3,124	
Drill Team Teacher	\$2,970	
Exceptional Student Education Lead Teacher	\$3000	
HOSA – Future Health Professionals	\$3,124	
JROTC	\$3,124	
Master Teacher	\$5,000	
Music Education (GM You Make A Difference Grant)	\$3,124	
Music Education – Auxiliary	\$3,124	
Music Education – Band	\$3,124	
Music Education—Choir	\$3,124	
Music Education—Orchestra	\$3,124	
New Teacher Mentor	\$500	
Robotics Coach: 9-12	\$3,124	
Robotics Coach: 6-8	\$2,124	
Robotics Coach: 3-5	\$1,124	
School Equity Leads	\$1,500	
SkillsUSA (Vocational Industrial Clubs of America)	\$3,124	
Training and Support Coordinator	\$5,000	
Web Content Manager	\$1,000	Only one per school
5000 Role Models	\$3,124	Select sites only

Please note: The terms, duration, and availability of these positions are governed by the parties' agreements. This Exhibit is intended only to report the pay supplements (that is, the monetary amounts) as agreed to by the parties but does not guarantee the current availability of any position set forth herein.

ARTICLE 3 - INFORMATION

A. Unit Membership Information

A roster of names of active bargaining unit members, including amount of seniority, shall be provided to the Union on February 1, 2021 and on July 1 of each year thereafter.

The District will provide the Union a monthly roster/report of bargaining unit members, including employee name, home address on file (including city, state and zip code), employee identification number, job code, job title (description), work location (location description), work email address, personal email address (on file), personal phone number (on file), district hire date (based on historical records; "company" hire date in PeopleSoft), salary/hourly rate of pay, current step, current grade/lane, assignment code, assignment description, and school group (if location is a school). This report will be categorized alphabetically. The District may provide the report in a format such as Excel which allows for reorganization of the data.

B. Vacancies

On September 30, February 28, and June 1 of each year, the District will provide a report to the Union indicating existing vacancies by school or facility and subject area.

C. Other Information

Nothing in this article will be construed to relieve the District from any statutory obligation to provide information, records, or data upon reasonable request from the Union relevant to negotiations or to enforcement of this Agreement.

DPSCD Initials: AP
Union Initials: UM
TA'D Date: Sep 24, 2020

ARTICLE 9 – INSURANCE

A. Group Insurance — Health/Prescription/Dental/Optical/Life

All full-time employees shall receive family health, dental, optical and employee only life insurance as provided below. The selection of health insurance providers/carriers shall be within the sole discretion of the District.

All bargaining unit members shall be required to pay a portion of the premium for health insurance as detailed below.

1. Health Insurance

The current health care plans and other insurance benefits will remain in effect through December 31, 2020, except dental insurance benefits, which will remain in effect through December 31, 2021 and vision insurance benefits, which will remain in effect through December 31, 2024. The parties will engage in good-faith collective bargaining over dental insurance benefits to be effective January 1, 2022 and may do so on a coalition basis with other Unions, as soon as practicable. The parties will engage in good-faith collective bargaining over health and other insurance benefits to be effective January 1, 2021 and may do so on a coalition basis with other Unions.

Beginning 2021 plan year, dependents will be eligible for medical, dental and vision until the end of the month they turn 26.

2. Dental Insurance (no changes)

3. Optical Insurance

The District shall provide a comprehensive full family optical care program to all full-time employees.

4. Life Insurance/Death Benefits (no changes)

5. Compensable (On the Job) Injuries (no changes)

6. Husband and Wife Employees

If husband and wife are both benefit eligible District employees, insurance coverage may only be elected by either the wife or the husband and will be subsidized only on the basis of one employee carrying medical, dental or vision coverage for the entire family. There shall be no individual medical, dental or vision benefit election for a husband and wife who are both regular benefit eligible District employees.

ARTICLE 24 – SUPPORT STAFF

N. Music and Academic Coaches Pay

1. Interscholastic Athletic Program

Vacancies for athletic positions, including head coaches, assistant coaches, and other coaching personnel, shall be announced and posted in written form on the Division of Human Resources and Talent (HR) application job board (District's hiring site).

Applications for athletic positions, including head coaches, assistant coaches, and other coaching personnel, shall be filed with HR on the District's electronic application form, and shall include all supporting documents (letter of interest, resume, and letters of recommendation) as specified in the job posting. Applications for athletic positions will not be accepted directly by the school principal and/or the school's athletic director.

Head coaches, assistant coaches, and other coaching personnel must meet all minimum qualifications in the posted athletic position, including any program specific qualifications and/or certification standards such as CPR and/or first aid.

All head coaches, assistant coaches, and other coaching personnel must be approved annually by the principal and registered in writing with the District's Athletic Department. Head coaches, assistant coaches, and other coaching personnel, including OSAS and other non-bargaining unit coaches previously hired before August 6, 2020, shall continue to serve in their coaching positions for the 2020-21 school year, at the full discretion of the principal's annual approval as long as they meet the performance expectations of the principal.

Teachers in both the girls' and boys' interscholastic athletic programs are obligated to coach at least one (1) sport each semester (two [2] sports per year) if requested to do so, except that teachers of after-school modern dance classes shall not be obligated to coach more than one (1) sport per year. The latter coaching assignment shall occur at a time mutually satisfactory to the parties.

Whenever there is a shortage of coaching staff in a particular school, other interested and qualified bargaining unit members shall be employed as coaches.

When it is determined that coaching assignments cannot be filled by bargaining unit members on the school staff, individuals may be selected from the following groups, listed in order of priority:

- a. Candidates from any other District bargaining units on the school staff.
- b. Any Other Union members from other schools.
- c. Candidates from any other District bargaining units from other schools, non-District employees from an eligibility pool established from individuals who meet the requirements outlined in the job description and who have completed a satisfactory District background check and MHSAA required coaches training for positions where such required training is needed.

DPSCD Initials: AP
Union Initials: AA
TA'D Date: Sep 24, 2020

**Detroit Public Schools Community District
and
The American Federation of Teachers**

ORGANIZING FELLOWS

The District recognizes that the Union will have Organizing Fellows who engage in union organizing activities on District properties.

The salary, benefits, and fringe benefits for Organizing Fellows and other union organizers shall be exclusively paid by the Union. Due to the District's need to maintain adequate staffing levels, the decision to release any District employee to become an Organizing Fellow or engage in organizing activities shall be at the discretion of the District. In the event the District decides not to release a District employee, the District and the Union will meet, confer, and agree upon an alternative employee to serve as an Organizing Fellow. The AFT Coalition - Detroit Federation of Paraprofessionals, Detroit Association of Educational Office Employees, and Detroit Federation of Teachers - may have no more than a total of six (6) Organizing Fellows per semester, at their discretion, selected from the Detroit Federation of Paraprofessionals, Detroit Association of Educational Office Employees, and Detroit Federation of Teachers bargaining units. Each constituent Union of the AFT Coalition may in its discretion appoint and have at least one (1) Organizing Fellow per semester, provided that the overall total of Organizing Fellows of the AFT Coalition does not exceed the foregoing limitation of six (6) per semester. The release of more than six (6) employees in one semester to serve as Organizing Fellows shall be by mutual agreement of the parties.

In pursuance of his/her duties, the Organizing Fellow shall not interfere with any District employee engaged in a regular class, a duty, a conference, home assignment, or interfere with the assigned functions of any employee, or the regular school program.

Whenever Organizing Fellows enter a school building to engage in organizing activities, the Organizing Fellow shall recognize the principal or his/her designee as the lead administrator in the school. The Organizing Fellow shall adhere to building visitor procedures (sign-in at the building's main office). In any event that there is a concern or confusion at the school level regarding the activities, duties, or functions of an Organizing Fellow, the District and the Union shall confer to resolve the concern or confusion as promptly as possible.

DPSCD Initials: AP
Union Initials: TM
TA'D Date: Sep 24, 2020

RESPECTFUL WORKING ENVIRONMENT

The following behaviors are inconsistent with a respectful working environment and are impermissible: (a) verbal abuse, which includes, but is not limited to, obscene, threatening, humiliating or intimidating language; and (b) non-verbal abuse, which includes acts that are threatening, humiliating or intimidating. Individual, group, or school-wide meetings shall not be utilized to threaten, humiliate or intimidate bargaining unit members. Employees shall suffer no retaliation for reporting incidents of concern.

The Office of Equity, Advocacy, and Civil Rights shall investigate bargaining unit member allegations of harassment, intimidation, retaliation, and discrimination that create undignified or disrespectful working environments or conditions. Substantiated claims shall be reported to the Superintendent or his/her appropriate designee(s) for corrective action, as needed.

If the Office of Equity, Advocacy, and Civil Rights does not resolve the issue(s) presented, the Union may bring such concerns, reports, or suspected violations to a Special Conference with the Office of Labor Relations who shall promptly report their findings to the Union.

If the allegation(s) remain unresolved, the Union may request a meeting (request through the Office of Labor Relations) with the Deputy Superintendent of Schools and/or the Superintendent's designee(s) within thirty (30) calendar days following the Special Conference. The Superintendent's designee(s) findings and actions to address the unit member claims shall be reported promptly to the Union.

Remedies and corrective actions of confirmed allegations may include, and shall not be limited to, appropriate counseling, reversing adverse actions, directing the training of an employee regarding proper professional conduct toward all employees and vendors, discipline and debarment to the extent permitted by law and/or other corrective actions.

Nothing shall prevent a bargaining unit employee from electing to pursue a legal or statutory remedy.

DPSCD Initials: AP
Union Initials: TM
TA'D Date: Sep 24, 2020

(Incorporate into CBA)

**Detroit Public Schools Community District
and
Detroit Federation of Teachers**

Teacher Training Support Program

The Parties recognize the importance of building capacity for the purpose of supporting and improving learning opportunities and improving teacher retention.

This includes professional development in supporting teacher success and improving learning opportunities for students in the District, especially for teachers in need of support. As such, the parties agree as follows:

- A. Teachers who receive an evaluation rating of ineffective or minimally effective shall be afforded the opportunity for paid professional development and support, which shall be in addition to the professional development provided for all Teachers during the course of the school year. Teachers who receive an evaluation rating of ineffective or minimally effective for two (2) consecutive school years shall be required by the District to attend paid professional development and support, which shall be in addition to the professional development provided for all Teachers during the course of the school year. Professional development under this section may be offered, but not required, outside the normal school day, at the discretion of the District.
- B. If the professional development provided under this section takes place during the normal school day, then the Teacher shall receive his or her regular pay. If the professional development provided under this section takes place outside the normal school day, then the Teacher shall be paid an hourly rate of \$32.50.
- C. District-selected professional development to support the Teacher's improvement shall be based on individualized teacher needs as identified by the District.

**Letter of Agreement
between
Detroit Public Schools Community District
and
Detroit Federation of Teachers**

**2020-2021 NEW TEACHER MENTOR
SUPPLEMENTAL POSITION**

This Letter of Agreement (LOA) is between the Detroit Public Schools Community District (District) and the Detroit Federation of Teachers (Union) and provides for the terms and conditions for the supplemental, voluntary position of New Teacher Mentor.

WHEREAS, the Parties share the common goal of providing opportunities for teachers to provide the best possible education to students in the District.

WHEREAS, the Parties recognize the importance of building capacity for the purpose of supporting and improving learning opportunities, improving teacher retention, and mentoring new teachers in the District.

WHEREAS, the Parties recognize the importance of mentoring, in supporting teacher success and improving learning opportunities for students in the District.

THEREFORE, this Letter of Agreement provides the following agreement between the parties:

DESCRIPTION: The New Teacher Mentor shall be an additional position that will lead the induction experience for one or two new teachers during the 2020-2021 school year.

SELECTION: New Teacher Mentors will be selected according to the following:

- a. The number of new teachers at each school site.
- b. The grade band and content area of new teachers at the school site
- c. The candidate's application responses
- d. Principal input where applicable

HOURS WORKED: New Teacher Mentors will work 2-6 hours a week, including one-on-one meetings with their new teacher mentees, professional development activities, and team meetings at the school site.

DURATION: New Teacher Mentors will perform the supplemental position from August 24, 2020 until June 25, 2021 ONLY.

RESPONSIBILITIES:

- a. Hold regular one-on-one meetings with new teacher mentee(s).
- b. Provide technical and academic assistance to new teachers as needed.

- c. Lead and participate in team efforts at the school level to create a welcoming and supporting school culture, working with administrators, master teachers, deans of culture and other personnel as needed.
- d. Attend professional development for specialized training for the New Teacher Mentor supplemental position.
- e. Maintain an accurate log of all New Teacher Mentor activity and submit it in a timely fashion.
- f. Other activities as needed to perform the supplemental position.
- g. Build and maintain positive team spirit and energy.

COMPENSATION: New Teacher Mentors shall receive the following compensation:

- a. One-time Stipend of Five Hundred (\$500) Dollars for the entire 2020-2021 academic year, to be paid by separate pay advice.
- b. Hourly workshop pay for New Teacher Mentor Training and interactions that occur outside of contracted work hours.

By their representatives' signatures below, the parties agree to the terms stated herein.

For the DFT:

Terrence Martin
 Terrence Martin (Sep 24, 2020 12:49 EDT)

Lakia M. Wilson-Lumpkins
 Lakia M. Wilson-Lumpkins (Sep 24, 2020 13:50 EDT)

For the District:

Andre Poplar
 Andre Poplar (Sep 24, 2020 12:10 EDT)

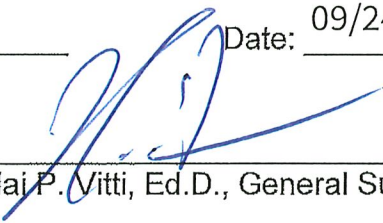
Luis Solano
 Luis Solano (Sep 24, 2020 12:11 EDT)

Gwendolyn Anderson
 Gwendolyn Anderson (Sep 24, 2020 12:16 EDT)

Date: Sep 24, 2020

Date: 09/24/2020

Approved: _____


 Nikolaj P. Vitti, Ed.D., General Superintendent

**Letter of Agreement
between
Detroit Public Schools Community District (DISTRICT)
and
The Detroit Federation of Teachers (DFT)**

2020-2021 ESE Lead Teacher Stipend

By the representatives' signatures below, the parties agree to establish responsibilities for the additional, voluntary position in the DFT Bargaining Unit of "Exceptional Student Education Lead Teacher".

1.0 STIPEND

DPSCD shall offer a \$3000 stipend to Exceptional Student Education Lead Teachers during the 2020-2021 academic school year only.

2.0 ELIGIBILITY

The Exceptional Student Education ("**ESE**") **Lead Teacher** is a volunteer position within the teacher's respective building that is approved by the building principal.

The ESE Lead Teacher must be able to work collaboratively with the building administration, staff, and ESE central office. This is a leadership role that requires leadership characteristics such as: timeliness, understanding of compliance, ability to problem solve, and a willingness to develop professionally.

Ability to process Exceptional Student Education (ESE) Enrollment Packets and Enrollment Documents.

ESE Lead Teachers must possess strong written, spoken, and interpersonal communication skills.

3.0 RESPONSIBILITIES

ESE Lead Teachers will provide support with scheduling and facilitating ESE team and IEP meetings, assist with compliance, provide support with professional development, and serve as liaison between the building and the Exceptional Student Education Department (ESE) in relation to all communications and correspondences.

Maintain records of all students receiving exceptional student services.

Establish a Professional Learning Community (PLC) where the focus is on student learning (regular ESE team meetings-NOT RCT).

- Create a collaborative culture with a shared vision and goal.
- Attend grade-level team content meetings.
- Serve as a resource and provide information to team members.
- Receive and maintain monthly receipts & losses for all program case managers (Resource program, ASD, EI, CI, etc.).
- Apprise ESE Supervisor of needs within the building, caseload adjustments, trainable aides, etc.
- Attend all professional developments as assigned and attend monthly Lead Teacher Meetings.
- Utilize and support the administration of Power Schools Applications.
- Assist with coordinating the ESE process in a designated building which may include: referral review, contacting ancillary service team member(s), supporting IEP development, informal observations, collecting data, convening IEPs, and coordination with staff and ESE Supervisors.

4.0 DISTRIBUTION

- 4.1 2020-2021 Stipend Payment:** The 2020-2021 Lead Teacher Stipend is to be paid in three increments of \$1,000.00 each. Incremental payments shall occur in November 2020, March 2021 and June 2021 and shall be by separate pay advices.
- 4.2 Payment Eligibility:** The parties agree that the contract teacher must serve in the ESE Lead Teacher position for the entire academic school year in order to be eligible for the three (3) incremental payments. Stipend payments will be based upon date of appointment into the role/supplemental position.

For the DFT:

Terrence Martin
Terrence Martin (Sep 24, 2020 12:49 EDT)

Lakia M. Wilson-Lumpkins
Lakia M. Wilson-Lumpkins (Sep 24, 2020 13:50 EDT)

For the District:

Andre Poplar
Andre Poplar (Sep 24, 2020 12:10 EDT)

Luis Solano
Luis Solano (Sep 24, 2020 12:11 EDT)

Gwendolyn Anderson
Gwendolyn Anderson (Sep 24, 2020 12:16 EDT)

Date: Sep 24, 2020

Date: Sep 24, 2020

Approved: 
Nikolai P. Vittl, Ed.D., General Superintendent

**Letter of Agreement
between
Detroit Public Schools Community District
and
Detroit Federation of Teachers**

**2020-2021 CIVIC LITERACY CLUB ADVISOR
SUPPLEMENTAL POSITION**

This Letter of Agreement (LOA) is between the Detroit Public Schools Community District (District) and the Detroit Federation of Teachers (Union) and provides for the terms and conditions for the supplemental, voluntary position of Civic Literacy Club Advisor, which shall be available to teachers and Deans of Culture and other staff as needed.

WHEREAS, the Parties share the common goal of providing opportunities for teachers to provide the best possible education and recognize the importance of building civic literacy and civic participation for students in the District.

THEREFORE, this Letter of Agreement provides the following agreement between the parties:

- A. DESCRIPTION: The Civic Literacy Club Advisor shall be an additional position that will work under the direction of the Office of Equity, Advocacy, and Civil Rights during the 2020-2021 school year.
- B. SELECTION: The Civic Literacy Club Advisors will be selected by the Office of Equity, Advocacy, and Civil Rights from a pool of candidates:
 - 1. Demonstrating an interest or experience in civic engagement
or
 - 2. Who have actively engaged in the My School Votes Campaign.

The My School Votes (When We All Vote) project was launched during the 19-20 school year as a Superintendent priority to promote voter registration and aim for 100% registration for eligible students. Participating adults worked with District Offices at various high schools to coordinate events, including rallies, voter drives, text and social media campaigns, etc.

- C. DURATION: The Civic Literacy Club Advisors will serve from August 2020-June 30, 2021, unless renewed in writing by the Parties.
- D. RESPONSIBILITIES:
 - a. Lead the School's Civic Literacy Club with participating students.
 - b. Engage in one weekly meeting with students in the Civic Literacy Club (as the calendar permits and accounting for student testing, inclement weather and school closures, etc.).
 - c. Complete a minimum of 12 student meetings by January 15, 2020.
 - d. Complete an additional 12 minimum student meetings from January 16 to May 15, 2021.

- e. Attend quarterly (October, December, February, April) meetings with the Office of Equity, Advocacy and Civil Rights to coordinate efforts with district-wide projects (student voter registration and participation etc.).
- f. Complete student meeting logs to track student meetings, projects discussed, and action steps taken.
- g. Submit the 1st student meeting logs on or before January 15, 2021, prior to the payment of the 1st stipend payment.
- h. Submit the 2nd student meeting logs on or before May 15, 2021, prior to the 2nd stipend payment.
- i. Complete the January 15, 2021 and May 15, 2021 student meeting logs in the FORMS format.

E. DUTIES:

- a. Register Students to Vote
- b. Participate in Job Candidate Interviews (nominees for elected offices)
- c. Participate in Dialogues and Deliberation to formulate a Youth Issues Agenda
- d. Work with WSU college students on Youth Engagement Nights (virtual) to learn about the democratic process and issue investigation
- e. Develop and Execute Action Projects at local and possibly state levels
- f. Engage larger student body in advocacy and action projects.
- g. Other duties as assigned related to student civic engagement.

F. COMPENSATION: Civic Literacy Club Advisor shall receive the following compensation:

- a. A total stipend of \$1,000.00 for the 2020-2021 academic year to be paid in two separate installments of \$500.00 by separate pay advices.
- b. Civic Literacy Club Advisors will receive the first stipend installment payment on or before January 31, 2021 and the second stipend installment payment on or before May 31, 2021, subject to verification of required documentation, tracking, and log requirements outlined in this LOA.

By their representatives' signatures below, the parties agree to the terms stated herein.

For the DFT:

Terrence Martin

Terrence Martin (Sep 24, 2020 12:49 EDT)

Lakia M. Wilson-Lumpkins

Lakia M. Wilson-Lumpkins (Sep 24, 2020 13:50 EDT)

For the District:

Andre Poplar

Andre Poplar (Sep 24, 2020 12:10 EDT)

Luis Solano

Luis Solano (Sep 24, 2020 12:11 EDT)

Gwendolyn Anderson

Gwendolyn Anderson (Sep 24, 2020 12:16 EDT)

Date: Sep 24, 2020

Date: Sep 24, 2020

Approved: _____


Nikolai P. Vitti, Ed.D., General Superintendent

**Letter of Agreement
between
Detroit Public Schools Community District
and
Detroit Federation of Teachers**

**2020-2021 SCHOOL EQUITY LEAD
SUPPLEMENTAL POSITION**

This Letter of Agreement (LOA) is between the Detroit Public Schools Community District (District) and the Detroit Federation of Teachers (Union) and provides for the terms and conditions for the supplemental, voluntary position of School Equity Lead, which shall be available to Teachers and Deans of Culture.

WHEREAS, the parties share the common goal of providing opportunities for teachers to provide the best possible education to students in the District.

WHEREAS, the parties recognize the importance of building capacity for the purpose of supporting and facilitating culturally responsive teaching strategies for teachers in the District.

THEREFORE, this Letter of Agreement provides the following agreement between the parties:

- A. DESCRIPTION: School Equity Lead shall be an additional position that will work under the direction of the Office of Equity, Advocacy, and Civil Rights during the 2020-2021 school year.
- B. SELECTION: Teachers and Deans will be selected by the Office of Equity, Advocacy, and Civil Rights based from a pool of candidates that have successfully completed one or both of the following:
 - a. 1) The 2019-2020 Teacher Leads for Equity Professional Development
or
 - b. 2) The 2020 Summer Anti-Racist Institute.
- C. HOURS WORKED: School Equity Leads will work 5 hours a month during the employment period.
- D. DURATION: School Equity Leads will perform the supplement position from August 2020-June 30, 2021, unless renewed in writing by the parties.
- E. RESPONSIBILITIES:
 - a. Co-lead the School's Equity Team.
 - b. Coordinate with school administration to lead the implementation of culturally responsive teaching strategies.
 - c. Attend monthly meetings with the Office of Equity, Advocacy and Civil Rights to coordinate school-based equity professional learning.
 - d. Deliver equity professional learning for their school at least once quarterly

- e. Coordinate Inclusive Schools professional learning and practices at the school level.
- f. Participate in a monthly meeting with the Office of Equity, Advocacy & Civil Rights from September-May 2020-2021 to align targets for professional learning sessions.
- g. Complete professional learning logs to track PD hours delivered to school staff.
- h. Submit the 1st professional learning logs on or before January 15, 2021, prior to the first stipend payment.
- i. Submit the 2nd professional learning logs on or before May 15, 2021, prior to the second payment.
- j. Complete the January 15, 2021 and May 15, 2021 logs in the FORMS format.
- k. Provide 12 hours of professional learning as guided and directed by the Office of Equity, Advocacy & Civil Rights with a minimum of 4 hours to be completed in the first semester.

F. COMPENSATION: Teacher Equity Leads shall receive the following compensation:

- a. A total stipend of \$1,500.00 for the 2020-2021 academic year to be paid in two separate installments of \$750.00 by separate pay advices.
- b. Teacher Equity Leads will receive the first stipend installment payment on or before January 31, 2021 and the second stipend installment payment on or before May 31, 2021, subject to verification of required documentation, tracking, and log requirements outlined in this LOA.

By their representatives' signatures below, the parties agree to the terms stated herein.

For the DFT:

Terrence Martin

Terrence Martin (Sep 24, 2020 12:49 EDT)

Lakia M. Wilson-Lumpkins

Lakia M. Wilson-Lumpkins (Sep 24, 2020 13:50 EDT)

For the District:

Andre Poplar

Andre Poplar (Sep 24, 2020 12:10 EDT)

Luis Solano

Luis Solano (Sep 24, 2020 12:11 EDT)

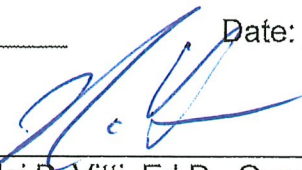
Gwendolyn Anderson

Gwendolyn Anderson (Sep 24, 2020 12:16 EDT)

Date: Sep 24, 2020

Date: Sep 24, 2020

Approved: _____


Nikolai P. Vitti, Ed.D., General Superintendent

DPSCD Initials: AP
Union Initials: TM
TA'D Date: Sep 24, 2020

(Incorporate into CBA)

**Detroit Public Schools Community District
and
The Detroit Federation of Teachers**

ESL/ Bilingual Tuition Assistance and Endorsement Program

As the success of English Learners is dependent upon having certified teachers with English as a Second Language (ESL) and Bilingual (i.e., Spanish, Arabic, other) Endorsements, the Parties agree that the District, in collaboration with Wayne State University (WSU) and the State of Michigan Teacher Accreditation shall provide teachers with ESL/Bilingual Endorsement educational opportunities and tuition assistance.

To that end, the District has created the ESL/Bilingual Tuition Assistance and Endorsement Program to provide teachers the opportunity to receive tuition support while enrolled in college level coursework taken at WSU towards obtaining the ESL/Bilingual Endorsement. In effectuation of this program, the parties agree as follows:

1. Participants in the Program must be full-time certified teachers employed by the District at an assigned school.
2. Teachers successfully completing the Program must provide WSU transcripts with ESL/ Bilingual college credit hours, as approved by the WSU College of Teacher Education and endorsed by the State of Michigan Teacher Accreditation requirements for the District.
3. Teachers participating in the Program agree to complete the WSU ESL/ Bilingual courses within three (3) years from starting the Program.
4. Teachers participating in the Program agree to submit for review of all certification requirements within the same three (3) year period, including submitting a passing score on the Michigan Test for Teachers Certification (MTTC) Bilingual Endorsement/ESL test.
5. Teachers that fail to complete the Program requirements, including passing the ESL/ Bilingual Endorsement test within three (3) years will be required to reimburse the portion of costs, tuition, and fees paid by the District on behalf of the teacher. Such Teachers who do not complete the Program requirements due to extenuating, medical, or other circumstances beyond the Teacher's control, may be excused from reimbursement at the District's discretion, which shall not be unreasonably exercised.
6. Any teacher enrolled in the Program that experiences a life event that prevents the completion of the Program requirements within three (3) years, may submit an extension in writing, to the District's Office of Bilingual Education stating the reason for the extension request.

7. Teachers enrolled in the Program shall remain employed as a teacher in the classroom with the District for a minimum of four (4) years from the start of the Program and failure to remain voluntarily with the District, subject to the conditions set forth above, will require the Teacher to reimburse to the District the cost of tuition and fees paid on the teacher's behalf while in the Program. The reimbursement will be on a prorated basis. If a Teacher remains employed with the District for one school year, the Teacher's reimbursement will be 75% of the full cost of tuition and fees paid by the District; if a Teacher remains employed for two school years, the Teacher's reimbursement will be 50%; if a Teacher remains employed for three school years, the Teacher's reimbursement will be 25%. In addition, Teachers unable to complete the four (4) years service requirement due to extenuating, medical, or other circumstances beyond the teacher's control, may be excused from reimbursement at the District's discretion, which shall not be unreasonably exercised.

8. Subject to the terms of the Collective Bargaining Agreement, the District shall allow teachers to use one of the three designated Professional Development ("PD") Days for PD specific to the Office of Bilingual Education and Related Programs, as determined by the District's Office of Curriculum and Instruction.

**Letter of Agreement
between
Detroit Public Schools Community District
and
DETROIT FEDERATION OF TEACHERS**

2020-2021 EMPLOYEE REFERRAL BONUS PROGRAM

This Letter of Agreement ("LOA") is between the Detroit Public Schools Community District ("District") and the Detroit Federation of Teachers (DFT) and provides for an Employee Referral Bonus to DFT bargaining unit members (hereafter "DFT employee" or "DFT member" or "DFT members").

WHEREAS, the Parties share the common goal of staffing all District vacancies.

WHEREAS, the Employee Referral Bonus Program will provide a financial incentive to DFT members to provide employee referrals to the District.

WHEREAS, the parties agree to the following:

1. Any DFT employee (in any classification) who refers a candidate to the District who is successfully hired into any of the following classifications: Teacher (0250) or Master teacher (0251) Audiologist C.C.C. (0310), Behavior Specialist (A500), Guidance Counselor (0270), IEP Compliance Specialist (A520), Nurse Registered-Degreed (0150), Orientation & Mobility Specialist (0160), Psychologist (School Diagnostic) (0200), School Social Worker (0230) Special Education Transition Specialist (A510), Speech Pathologist C.C.C. (0320), Teacher-Consultant (A0300), Occupational Therapist (0170), Physical Therapist (0180), and/or the associated Retiree job codes, will receive a bonus of \$1,000.00, per candidate.
2. Any DFT member who refers a candidate to the District who is successfully hired as a Teacher (0250) or Master teacher (0251), and/or the associated Retiree job codes, that is certified in mathematics (EX) or the sciences (including but not limited to integrated science-DX/DI, biology-DA and chemistry-DC, physics-DE) or endorsed in any one of the following areas: Visually Impaired, Blind/Visually Impaired (VI), Deaf/Hard of Hearing (DHH), Early Childhood Education ZS-ZA/ZS and ECSE fully approved/endorsed to educate the exceptional student education population (teachers with both an ELA and Math endorsement hired as a math teacher), will receive a bonus of \$2,000.00, per candidate.
3. Any DFT member who refers a candidate to the District who is successfully hired as a Teacher (0250) or Master teacher (0251), and/or the associated Retiree job codes, that is certified and endorsed in any one of the following areas: Autism Spectrum Disorder (ASD), Cognitively Impaired (CI), Emotionally Impaired (EI) and Physically or Other Health Impaired (POHI), will receive a bonus of \$2,500.00, per candidate.

4. Bonuses will only be paid to actively employed DFT members for *each referred candidate* that is successfully hired by the District and remains employed in an eligible job code (0250, 0251, 0310, A500, 0270, A520, 0150, 0160, 0200, 0230, A510, 0320, A0300, 0170, 0180) and/or the associated Retiree job codes, certification, or endorsement and assignment with the District for 90 days.
5. Candidates must identify their referring employee (current DFT employee) by name when completing their online application using the referral question ("Enter the name of the person who referred you") No other method of referrals are acceptable.
6. The District will use the information provided by the candidate to confirm the referral prior to disbursement and payment of any bonus.
7. Successful candidate referrals during the period of March 21, 2020 through December 1, 2020 will have Referral Bonuses paid by separate pay advice by January 20, 2021.
8. Successful candidate referrals during the period of December 2, 2020 through March 21, 2021 will have Referral Bonuses paid by separate pay advice by June 26, 2021.
9. The District reserves the right to terminate the Employee Referral Bonus Program once it reaches fully staffed status or to reinstitute the Employee Referral Bonus Programs should staffing levels fall below fully staffed status.
10. This Agreement shall only be valid from March 21, 2020 through March 21, 2021 and referral bonuses will only be paid for referrals that meet the criteria outlined in this LOA.
11. The validity, interpretation, and performance of this LOA shall be governed in all respects by the laws of the State of Michigan.

By the representatives' signatures below, the parties agree to the terms of the LOA as outlined above.

For the DFT:

Terrence Martin
Terrence Martin (Sep 24, 2020 12:49 EDT)

Lakia M. Wilson-Lumpkins
Lakia M. Wilson-Lumpkins (Sep 24, 2020 13:50 EDT)

For the District:

Andre Poplar
Andre Poplar (Sep 24, 2020 12:10 EDT)

Luis Solano
Luis Solano (Sep 24, 2020 12:11 EDT)

Gwendolyn Anderson
Gwendolyn Anderson (Sep 24, 2020 12:16 EDT)

Date: Sep 24, 2020

Date: Sep 24, 2020

Approved: _____

Nikolai P. Vitti, Ed.D., General Superintendent

**Letter of Agreement
between
Detroit Public Schools Community District (“District”)
and
Detroit Federation of Teachers (“DFT”)**

2020-21 LEARNING CENTERS

WHEREAS, the parties recognize the need to reopen schools and implement District learning programs in conformity with COVID-19 guidelines issued by the Centers for Disease Control and Prevention, the Michigan Department of Health and Human Services, the Michigan Department of Education, the Michigan Safe Start Plan, the Michigan Safe Schools Plan, and Governor Whitmer’s Executive Orders 2020-142, 2020-145, 2020-147,

WHEREAS, in keeping with the District’s commitment to excellence in education, during the COVID-19 pandemic, the District will implement academic-driven Learning Centers in all District schools to provide in-person support for students for face to face and online learning,

WHEREAS, Learning Centers are self-contained learning settings in which students engage in independent and self-directed online learning activities where students will participate in online learning with the on-site supervision of a DPSCD staff member,

WHEREAS, Learning Centers are an option for students and families who need face-to-face student support services on a quarterly basis (families using Learning Centers will make a quarterly election to participate), and allows the District to honor parents’ choice for an in-person support, while respecting the decisions of teachers who chose to work remotely,

WHEREAS, Learning Centers will offer face-to-face educational services during regular school hours, inclusive of breakfast and lunch, Internet and device access, and shall not be intended to be used as an unplanned drop-off location.

THEREFORE, the Detroit Federation of Teachers (“DFT”) and the Detroit Public Schools Community District (“District”) (collectively “the parties”) agree as follows for the 2020-2021 Learning Centers:

1. Long-term Substitutes (9500 and AR95) shall provide in-person support to assist Learning Center students with accessing District online resources and completing online assignments.
2. Training shall be provided for Long-term Substitutes who serve in Learning Centers which includes specialized training on the best approaches and safety precautions for the safe delivery of high-quality instruction to students in the COVID-19 work environment.
3. Unit members working in this capacity shall monitor and report on student behavior and maintain a positive learning environment where all students are encouraged to

individually engage in learning activities and to request individual support needed to effectively complete assigned work.

4. All provisions of the 2020-21 Reopening of Schools LOA, which are incorporated herein by reference, shall apply to DFT bargaining unit members under this LOA, including but not limited to the safety requirements, hazard pay, and testing provisions. The exception is that the Long-Term Substitutes supporting students in the Learning Centers must perform their duties in-person.
5. This LOA shall expire on June 30, 2021.
6. The validity, interpretation, and performance of this LOA shall be governed in all respects by applicable Federal and state laws, regulations, and court rulings.
7. The parties will also collectively bargain in good faith, upon request of either party, on any other issues related to COVID-19 which arise during the 2020-21 school year but which have not been specifically addressed in this LOA or the collective bargaining agreement.
8. Nothing in this Letter of Agreement shall operate or be construed to waive, amend, abrogate, or release from any provisions of the collective bargaining agreement between the parties. Disputes concerning the interpretation, application, or enforcement of the provisions of this Letter of Agreement shall be subject to and resolved through final and binding expedited arbitration under the rules and procedures of the American Arbitration Association.

THEREFORE, by the representatives' signatures below, the parties agree to the terms of the LOA as outlined above.

For the DFT:

Terrence Martin

Terrence Martin (Sep 24, 2020 12:49 EDT)

Lakia M. Wilson-Lumpkins

Lakia M. Wilson-Lumpkins (Sep 24, 2020 13:50 EDT)

For the District:

Andre Poplar

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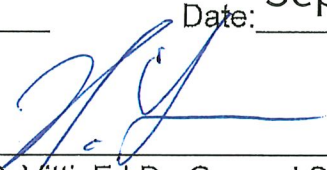
Gwendolyn Anderson

Gwendolyn Anderson (Sep 24, 2020 12:16 EDT)

Date: Sep 24, 2020

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Approved: _____


Nikolai P. Vitti, Ed.D., General Superintendent