

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

BOARD OF EDUCATION FINANCE SUB-COMMITTEE MEETING

Monday, August 7, 2017 - 9:00 a.m.
Fisher Building
3011 W. Grand Boulevard, 12th Floor Detroit, MI 48202

A G E N D A

- A. Call to Order
- B. Meeting Norms
- C. Moment of Silence
- D. Approval of Agenda
- E. Approval of Minutes
- F. Financial Update
- G. Action Items
 - G.1 DFT Tentative Agreement
 - G.2 Recommendation to Approve CareerStaff Unlimited, LLC.
 - G.3 Recommendation to Approve Chitter Chatter P.C.
 - G.4 Recommendation to Approve Cumberland Therapy Services, LLC
 - G.5 Recommendation to Approve Diamond Healthcare Staffing, Inc.
 - G.6 Recommendation to Approve EBS (Educational Based Services) Healthcare Inc.
 - G.7 Recommendation to Approve Soliant Health, Inc.
 - G.8 Recommendation to Approve Therapy Staff, LLC
 - G.9 Recommendation to Approve Contracted Nursing Staff Contracts (2017-2018)
 - G.10 Recommendation to Approve Contracted Nursing Staff Contracts (2018-2019)
 - G.11 Recommendation to Approve Allied Waste Systems
 - G.12 Recommendation to Approve Eradico Services, Inc.
 - G.13 Recommendation to Approve AIR Technology Systems, Inc.
- H. Public Comment
- I. Adjournment

An Audience Participation Form may be completed by those wishing to address the Board. Members of the public are welcomed to address the Board at this time. Individuals are encouraged to identify themselves and fill out the comment card to leave with the Board Secretary, however, those individuals that do not want to identify themselves may address the board. Comments are generally limited to 2 minutes.

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Agenda Item Detroit Federation of Teachers Tentative Agreement August 7, 2017

Recommendation:

That the School Board approve the tentative agreement reached with the Detroit Federation of Teachers ("DFT"), American Federation of Teachers Local Unit 231 ("Unit"), providing the terms and conditions of teachers and other school related personnel in the District.

Description and Background:

On July 27, 2017, the DFT ratified a new contract agreement with the district ahead of the 2017-18 school year. This agreement will benefit teachers and other school related personnel across the district.

For eligible employees at the top step, the ratified agreement represents a 3 percent salary increase during the second semester of the first year, and a 4.13 percent increase in the second semester of the second year of the agreement. The increase was included to be provided at the end of the semester to ensure retention. Additionally, eligible employees at the top step will receive a one-time bonus of \$1,750 at the beginning of the school year. Eligible employees not at the top step will receive increased compensation through step increases as set forth in the salary schedule provided within the agreement. This includes increases in beginning steps to make the district more competitive during teacher recruitment. Under the 2017-20 DFT economic agreement, new teacher salaries will increase \$2,817, from \$35,683 to \$39,757. This will assist the district and schools to fill teacher vacancies.

This ratified agreement reflects the district's renewed commitment to eventually restore teacher salaries at the level prior to Emergency Management and more importantly to outpace compensation in surrounding suburbs.

Gap Analysis:

In accordance with PERA, the District is required to negotiate through the collective bargaining process for employees. The previous year agreement expired on June 30, 2017 and the Unit ratified the recommended agreement on July 27, 2017. Upon approval by the School Board, the agreement will be presented to the Financial Review Commission (FRC) for approval.

The agreement is the first multi-year contract without concessions by the DFT in more than a decade. This agreement represents an investment in our teachers and an affirmation of the value

DFT Agreement

Date: August 7, 2017

of our teachers and the work they accomplish. This is the first step towards making our teachers whole from years of salary reductions and salary stagnation. As the district restructures its budget priorities and all employees collectively work to increase enrollment, it will be better positioned to increase teacher salaries.

Previous Outcomes:

Contract negotiations were presented on September 16, 2016 to the FRC for approval of the previous year agreement, which included one-time bonuses and modifications to previous agreements. The Unit ratified the agreement prior to FRC approval.

Expected Outcomes:

The challenge of insufficient financial compensation for teachers is on the list of challenges to be addressed by the School Board and Superintendent in order for the district to recruit and retain the quality of teachers that are required student success. Declining morale has serious implications for recruitment (high teacher vacancies) and retention of teachers as well as teacher performance. The approval of this three-year agreement is the first step in making teachers whole through salaries that compensate teachers appropriately for the skills and effort they bring to the district.

Financial Impact:

The estimated incremental financial impact of salary and wage increases for the 2017-18 fiscal year, as set forth in the salary schedules included in the agreement, is \$1.5 million in salary and \$3.5 million in bonus payments. The anticipated incremental cost for the 2018-19 school year is approximately \$8 million more than 2017-18. As noted above, there will be a salary/wage re-opener for the 2019-20 school year.

Fiscal Year	Employee Compensation
FY 18	Wages: \$1.5M Bonus: \$3.5M
FY 19	Wages: \$8M

Contact for Item:

Tony Saunders, Acting Chief Financial Officer
Phone: 313-873-4057
Email: tony@voltestrategy.com

Jeremy Vidito, Senior Executive Director of Finance
Phone: 313-657-4350
Email: jeremy.vidito@detroitk12.org

Supporting Documents/Attachments:

2017-2020 DFT Tentative Agreement

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

LS TRP 3:40p
Mon AM
June 12, 2017

Agreements for 2017-20, With Economic Reopener for 2019-20

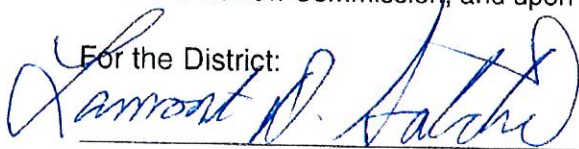
The parties hereby agree to the following tentative agreement for a successor collective bargaining agreement to begin July 1, 2017. See attachments with respect to each numbered item.

1. Economic tentative agreement with new salary schedule and chart showing placement of teachers on new schedule, attached
2. Addendum to tentative agreement setting forth additional understandings, attached
3. Article 3, Unit membership information
4. Article 6.B, Grievance procedure limitations period for wage/benefit errors
5. Article 7.B.1, End of school day procedure
6. Article 7.B.2, Procedure to deviate from high school lunch schedule
7. Article 7.B.5.a. Common Prep
8. Article 7.B.7, Report card deadlines
9. Article 9, Health insurance updates
10. Article 10.C, Termination Incentive Plan (TIP)
11. Article 17.E, Discipline or Discharge
12. Article 18, Oversized class pay
13. Article 24, Music and Academic Coaches pay
14. Article 11, Medical and Emergency Leaves
15. Article 12, Other Leaves - Sabbatical Leaves
16. Calendars for 2017-18 and 2018-19, with 2019-20 calendar to be negotiate

The contract provisions of the successor agreement not otherwise set forth above shall continue, with a new contract expiration date of June 30, 2020.

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.

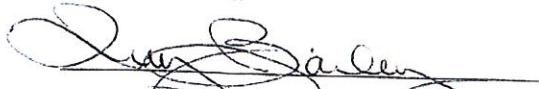
For the District:



Senior Exec. Director

June 12, 2017

For the Union:



DFT President 6/12/17

JL *TR* *Monday*
June 12, 2017

DETROIT FEDERATION OF TEACHERS, AFT LOCAL 231
And
DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT
June 12, 2017

2017-18

Top Step First Semester: Members on the 2016-2017 teachers' salary schedule on step 10 with a BA or MA, or those on step 10 or 11 with a MA+30 or Doctorate shall be paid an off-schedule, off-cycle bonus payment in the amount of \$1,750 in September. The bonus will also be paid to instructional specialists on the top of their salary schedule.

In the event that a teacher leaves the District's employment before finishing the school year, the District shall have the option to recover the bonus payment above on a pro-rata basis through payroll deduction.

Top Step Second Semester: Members on the new teachers' salary schedule on step 15 with a BA, MA, MA+30 or Doctorate, and other members on the top step of their salary schedule, shall receive a 3 % on-schedule increase. The increase shall also apply to instructional specialists, adult education teachers, accompanists, attendance agents, assistant attendance officers, educational technicians, special instructors and others who are at the top of their respective salary schedules, not including substitute teachers, whose pay increase is addressed elsewhere.

Second Semester: New 15-step schedule implemented with movement of at least one step for those employees not on the top step who began working in the bargaining unit for the District before the beginning of the second semester the year before (see attached for placement of teachers on new step salary schedule).

2018-19

Top Step Second Semester: Members on the teachers' salary schedule on step 15 with a BA, MA, MA+30 or Doctorate, and other members on the top step of their salary schedule, shall receive a 4.13 % on-schedule increase. The increase shall also apply to instructional specialists, adult education teachers, accompanists, attendance agents, assistant attendance officers, educational technicians, special instructors and others who are at the top of their respective salary schedules, not including substitute teachers, whose pay increase is addressed elsewhere.

Second Semester: Movement of one step for those employees who began working in the bargaining unit for the District before the beginning of the second semester the year before.

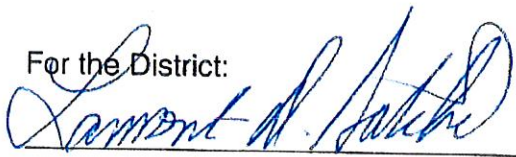
For both years: All percentage increases and movement on steps to be implemented at the beginning of the payroll period following the second semester (however, impact on pay dependent upon whether a teacher is paid on a 22 or 26 annual payroll period).

Y TRed
June 12, 2017
Monday

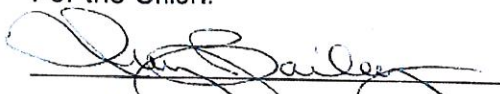
2019-20

There will be a salary/wage re-opener for the 2019-20 school year, provided, however, that in any event or circumstance there will be no reduction of salaries, wages, or other forms of monetary compensation for DFT bargaining unit members for that school year. The parties will meet and collectively bargain in good faith on this wage re-opener beginning in March 2019, upon request of either party, with such meetings to be held at mutually-agreed dates, times, and locations.

For the District:


Senior Exec. Director
June 12, 2017

For the Union:


DFT President 6/12/17

JA
June 12, 2017
MEX

2017					
Whole Year					
Step	Grade	BA	MA	MA+30, JD	Ph.D.
1		35,683	37,384	37,684	37,984
2		36,607	40,643	40,943	41,243
3		38,497	42,979	43,279	43,579
4		40,329	45,258	45,558	45,858
5		42,219	47,531	47,831	48,131
6		44,112	49,876	50,176	50,476
7		46,010	52,143	52,443	52,743
8		47,839	54,486	54,786	55,086
9		49,726	56,760	57,060	57,360
10		56,099	65,265	65,565	65,865
11		0	0	65,965	66,265

2018											
1st Semester					2nd Semester						
Step	Grade	BA	MA	MA+30, JD	Ph.D.	Step	Grade	BA	MA	MA+30, JD	Ph.D.
1		35,683	37,384	37,684	37,984	1		38,500	40,335	40,635	40,935
2		36,607	40,643	40,943	41,243	2		39,757	42,116	42,416	42,716
3		38,497	42,979	43,279	43,579	3		41,014	43,897	44,197	44,497
4		40,329	45,258	45,558	45,858	4		42,271	45,677	45,977	46,277
5		42,219	47,531	47,831	48,131	5		43,528	47,458	47,758	48,058
6		44,112	49,876	50,176	50,476	6		44,785	49,239	49,539	49,839
7		46,010	52,143	52,443	52,743	7		46,042	51,019	51,319	51,619
8		47,839	54,486	54,786	55,086	8		47,300	52,800	53,100	53,400
9		49,726	56,760	57,060	57,360	9		48,557	54,581	54,881	55,181
10		56,099	65,265	65,565	65,865	10		49,814	56,362	56,662	56,962
11		0	0	65,965	66,265	11		51,071	58,142	58,442	58,742
12		0	0	0	0	12		52,328	59,923	60,223	60,523
13		0	0	0	0	13		53,585	61,704	62,004	62,304
14		0	0	0	0	14		54,842	63,484	63,784	64,084
15		0	0	0	0	15		57,782	67,223	67,923	68,223

2019											
1st Semester					2nd Semester						
Step	Grade	BA	MA	MA+30, JD	Ph.D.	Step	Grade	BA	MA	MA+30, JD	Ph.D.
1		38,500	40,335	40,635	40,935	1		38,500	40,335	40,635	40,935
2		39,757	42,116	42,416	42,716	2		39,757	42,116	42,416	42,716
3		41,014	43,897	44,197	44,497	3		41,014	43,897	44,197	44,497
4		42,271	45,677	45,977	46,277	4		42,271	45,677	45,977	46,277
5		43,528	47,458	47,758	48,058	5		43,528	47,458	47,758	48,058
6		44,785	49,239	49,539	49,839	6		44,785	49,239	49,539	49,839
7		46,042	51,019	51,319	51,619	7		46,042	51,019	51,319	51,619
8		47,300	52,800	53,100	53,400	8		47,300	52,800	53,100	53,400
9		48,557	54,581	54,881	55,181	9		48,557	54,581	54,881	55,181
10		49,814	56,362	56,662	56,962	10		49,814	56,362	56,662	56,962
11		51,071	58,142	58,442	58,742	11		51,071	58,142	58,442	58,742
12		52,328	59,923	60,223	60,523	12		52,328	59,923	60,223	60,523
13		53,585	61,704	62,004	62,304	13		53,585	61,704	62,004	62,304
14		54,842	63,484	63,784	64,084	14		54,842	63,484	63,784	64,084
15		57,782	67,223	67,923	68,223	15		60,169	70,000	70,700	71,000

Barley
6/12/17

[Handwritten Signature]
 June 12, 2017
 Monday

Whole Year						
Step	Grade	BA	MA	MA+30, JD	Ph.D.	Total
1		48	47	13	0	108
2		39	50	2	2	93
3		76	67	8	1	152
4		45	87	22	3	157
5		26	61	15	0	102
6		9	22	12	1	44
7		12	31	9	0	52
8		7	46	19	2	74
9		12	46	12	0	70
10		157	1,200	12	1	1,370
11		0	0	210	13	223
Total		431	1,657	334	23	2,445

1st Semester						2nd Semester							
Step	Grade	BA	MA	MA+30, JD	Ph.D.	Total	Step	Grade	BA	MA	MA+30, JD	Ph.D.	Total
1		48	47	13	0	108	1		0	0	0	0	0
2		39	50	2	2	93	2		48	47	13	0	108
3		76	67	8	1	152	3		39	50	2	2	93
4		45	87	22	3	157	4		76	67	8	1	152
5		26	61	15	0	102	5		45	87	22	3	157
6		9	22	12	1	44	6		26	0	0	0	26
7		12	31	9	0	52	7		9	61	15	0	85
8		7	46	19	2	74	8		0	22	12	1	35
9		12	46	12	0	70	9		12	31	9	0	52
10		157	1,200	12	1	1,370	10		7	0	0	0	7
11		0	0	210	13	223	11		0	46	19	2	67
12		0	0	0	0	0	12		0	0	0	0	0
13		0	0	0	0	0	13		0	0	0	0	0
14		0	0	0	0	0	14		0	0	0	0	0
15		0	0	0	0	0	15		0	0	0	0	0
Total		431	1,657	334	23	2,445	Total		169	1,246	234	14	1,663
							Total		431	1,657	334	23	2,445

1st Semester						2nd Semester							
Step	Grade	BA	MA	MA+30, JD	Ph.D.	Total	Step	Grade	BA	MA	MA+30, JD	Ph.D.	Total
1		0	0	0	0	0	1		0	0	0	0	0
2		48	47	13	0	108	2		0	0	0	0	0
3		39	50	2	2	93	3		48	47	13	0	108
4		76	67	8	1	152	4		39	50	2	2	93
5		45	87	22	3	157	5		76	67	8	1	152
6		26	0	0	0	26	6		45	87	22	3	157
7		9	61	15	0	85	7		26	0	0	0	26
8		0	22	12	1	35	8		9	61	15	0	85
9		12	31	9	0	52	9		0	22	12	1	35
10		7	0	0	0	7	10		12	31	9	0	52
11		0	46	19	2	67	11		7	0	0	0	7
12		0	0	0	0	0	12		0	46	19	2	67
13		0	0	0	0	0	13		0	0	0	0	0
14		0	0	0	0	0	14		0	0	0	0	0
15		169	1,246	234	14	1,663	15		169	1,246	234	14	1,663
Total		431	1,657	334	23	2,445	Total		431	1,657	334	23	2,445

[Handwritten Signature]
 5/24/17

Participant Salary Schedule Based On Current Step (Illustrative)													
Step	Whole Year												
	1st Semester			2nd Semester			1st Semester			2nd Semester			
Grade	BA	MA	MA+30_ID	MA+30_ID	MA	MA+30_ID	MA+30_ID	MA	MA+30_ID	MA+30_ID	MA	MA+30_ID	Ph.D.
1	35,683	37,384	37,684	37,984	35,683	37,384	37,684	37,984	39,757	42,116	42,416	42,716	44,997
2	36,607	40,643	40,943	41,243	36,607	40,643	40,943	41,243	41,014	43,897	44,197	44,497	46,277
3	38,407	42,979	43,279	43,579	38,407	42,979	43,279	43,579	42,271	45,677	45,977	46,277	48,058
4	40,329	45,258	45,558	45,858	40,329	45,258	45,558	45,858	43,528	47,458	47,758	48,058	49,839
5	42,219	47,531	47,831	48,131	42,219	47,531	47,831	48,131	44,785	51,019	51,319	51,619	53,400
6	44,112	49,876	50,176	50,476	44,112	49,876	50,176	50,476	46,042	52,800	53,100	53,400	55,181
7	46,010	52,143	52,443	52,743	46,010	52,143	52,443	52,743	48,557	54,581	54,881	55,181	56,962
8	47,839	54,186	54,486	54,786	47,839	54,186	54,486	54,786	49,814	58,142	58,442	58,742	60,523
9	49,726	56,760	57,060	57,360	49,726	56,760	57,060	57,360	51,782	61,223	61,523	61,823	63,604
10	56,099	65,265	65,565	65,865	56,099	65,265	65,565	65,865	57,782	67,223	67,523	67,823	70,000
11									57,782	67,223	67,523	67,823	71,000

Participant Stop Schedule Based On Current Step (Illustrative)													
Step	Whole Year												
	1st Semester			2nd Semester			1st Semester			2nd Semester			
Grade	BA	MA	MA+30_ID	MA+30_ID	MA	MA+30_ID	MA+30_ID	MA	MA+30_ID	MA+30_ID	MA	MA+30_ID	Ph.D.
1	1	1	1	1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9	9	9	9	9	9
10	10	10	10	10	10	10	10	10	10	10	10	10	10
11	11	11	11	11	11	11	11	11	11	11	11	11	11

Salary Schedule by Semester (As Proposed)													
Step	Whole Year												
	1st Semester			2nd Semester			1st Semester			2nd Semester			
Grade	BA	MA	MA+30_ID	MA+30_ID	MA	MA+30_ID	MA+30_ID	MA	MA+30_ID	MA+30_ID	MA	MA+30_ID	Ph.D.
1	35,683	37,384	37,684	37,984	35,683	37,384	37,684	37,984	38,500	40,335	40,635	40,935	42,716
2	36,607	40,643	40,943	41,243	36,607	40,643	40,943	41,243	39,757	42,116	42,416	42,716	44,497
3	38,407	42,979	43,279	43,579	38,407	42,979	43,279	43,579	41,014	43,897	44,197	44,497	46,277
4	40,329	45,258	45,558	45,858	40,329	45,258	45,558	45,858	42,271	45,677	45,977	46,277	48,058
5	42,219	47,531	47,831	48,131	42,219	47,531	47,831	48,131	43,528	47,458	47,758	48,058	49,839
6	44,112	49,876	50,176	50,476	44,112	49,876	50,176	50,476	44,785	49,239	49,539	49,839	51,619
7	46,010	52,143	52,443	52,743	46,010	52,143	52,443	52,743	46,042	51,019	51,319	51,619	53,400
8	47,839	54,186	54,486	54,786	47,839	54,186	54,486	54,786	47,300	52,800	53,100	53,400	55,181
9	49,726	56,760	57,060	57,360	49,726	56,760	57,060	57,360	48,557	54,581	54,881	55,181	56,962
10	56,099	65,265	65,565	65,865	56,099	65,265	65,565	65,865	49,814	58,142	58,442	58,742	60,523
11									51,782	61,223	61,523	61,823	63,604

Made: Ashuraya SA 120 hours paid for September 2017 by email to the HR, 11/21/17

Bailey
11/21/17

JH
1 Dec
June 12,
2017
Mason

*LD TAd June 12, 2017
Monday*

**Detroit Public Schools Community District and Detroit Federation of Teachers
Addendum to Tentative Agreement
June 2, 2017**

The parties recognize that the District's ability to provide future salary and wage increases is substantially related to the District's ability to increase student enrollment. Accordingly, apart from having a shared interest in improving student achievement, the parties also have a shared interest in improving student retention and recruitment, as well as improving the retention and recruitment of teachers and other bargaining unit members. With this in mind, the DFT agrees to support the District's initiatives and efforts to expand the role of teachers and other bargaining unit members in its efforts to retain and attract students, teachers and other bargaining unit members to the District. The parties shall meet to implement letters of agreement which detail and outlines the nature, role, scope, initiatives and resources that the District and Union will commit to support the parties' retention and recruitment efforts with respect to both student and teachers/bargaining unit members.

In addition, the parties agree to the following additional understandings with respect to the parties' tentative agreement.

1. Calendar: See attached for 2017-18 and 2018-19; 2019-20 calendar to be worked out no later than the negotiation of the economic re-opener for 2019-20

2. Wages/Salaries for DFT members other than those on the teachers' salary schedule:

a) CTE/Day Trade Teachers:

1) those with Michigan secondary teacher certification and a Michigan vocational/occupational certification shall be placed on the teachers' salary schedule and are eligible to advance to the top step as in the past, provided they have the years of service;

2) those teachers who are on an approved plan to become certified as a teacher and who pass at least six credit hours in a school year pursuant to this plan shall advance one step on the teachers' salary schedule for the following year; however, they shall not advance beyond current step 9 and future step 11 until they obtain both Michigan secondary teacher certification and Michigan vocational/occupational certification;

3) teachers not covered by sections 1 or 2 above shall not move on the teachers' salary schedule but shall remain on their current step;

4) it is understood that for purposes of hiring, a CTE/Day Trade Teacher may be given credit on the teachers' salary schedule for vocational/occupational service.

b) Attendance Agents/Officers not already at the top step to be capped at the current step 9 and future step 11 of the teachers' salary schedule.

c) Substitutes: Increase the day-to-day substitute rate to \$13.43 per hour (\$107 per day) and the long-term/vacancy rate to \$16.80 per hour (\$134 per day) as of the beginning of the 2017-18 school year; and increase the day-to-day substitute rate to \$13.98 per hour (\$112 per day) and the long-term/vacancy rate to \$17.49 per hour (\$140 per day) as of the beginning of the 2018-19 school year.

d) Unless otherwise set forth, the salary/wage schedules for all employees which have fewer than 10 or 11 steps shall remain unchanged, except the top step, which shall increase in the same percentage as provided to teachers at the top step as of the payroll period following the second semester of each year; further, employees on steps shall move one step as of payroll period following the second semester of each year.

Handwritten: H. T. June 17, 2017
Monday

e) The stipend for Academic Games coaches and the Music Education coaches shall be increased to \$3,000 at the beginning of the first semester of the 2017-18 school year, which shall increase the second semester of the 2018-19 school year at the same percentage rate as teachers at the top of the salary schedules. In addition, the following coach positions shall be added to the Athletics/Academic coach salary schedule:

- 1) Robotics coach
- 2) CTSO coaches for Skill USA, BPA and DECCA

3. Parties agree on a daily rate calculation of 195 days (186 work days and 9 holidays, including the day before Thanksgiving); Article 8.C shall be updated to reflect this change. It is understood that the stipend paid to teachers for Medicaid billing will not continue after the 2016-17 school year. See tentative agreements on other remaining issues, attached.

For the District:

Handwritten signature: James W. ...
Senior Exec. Director
June 12, 2017

For the Union:

Handwritten signature: ...
D.F.T. President 6/12/17

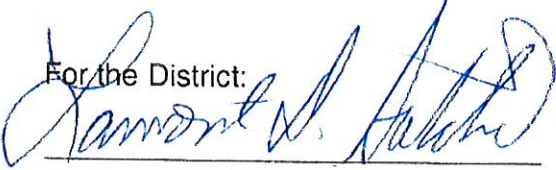
L. T. Ad
June 12, 2017
Monday

DETROIT FEDERATION OF TEACHERS, AFT LOCAL 231
And
DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT
May 19, 2017


Article Three, Information: Modify provision below as indicated.

A. Unit Membership Information

A roster of names of bargaining unit members, including amount of seniority, shall be provided to the Union and shall be regularly updated. The names of new bargaining UNIT members, including date of hire and addresses, shall be provided to the Union monthly.

For the District:


Senior Exec. Director
June 12, 2017

For the Union:


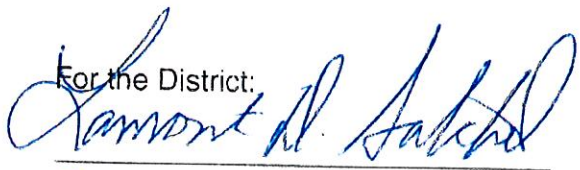
DFT President 6/12/17

JT^{ed} June 12, 2017
Monday

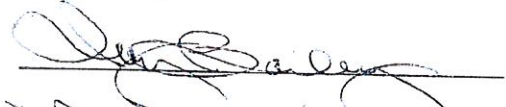
DETROIT FEDERATION OF TEACHERS, AFT LOCAL 231
And
DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT
May 19, 2017

Article 6.B. - Grievance Procedure

The time limit of forty (40) calendar days does not apply to grievances related to errors that occur in the computation of wages or fringe benefits provided that such claims regarding errors in the computation of wages or fringe benefits must be brought within three (3) years from the date that the Union and/or the individual first became aware or reasonably should have been aware of the conditions giving rise to the grievance. Under no circumstances shall compensation/correction for such claims exceed the aforementioned three (3) years.

For the District:


Senior Exec. Director
June 12, 2017

For the Union:


DFT President 6/12/17

LL June 12, 2017 T/ed
Monday

DETROIT FEDERATION OF TEACHERS, AFT LOCAL 231
And
DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT
May 19, 2017

Article 7.B

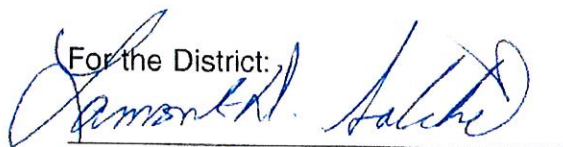
School Day

1. Purpose

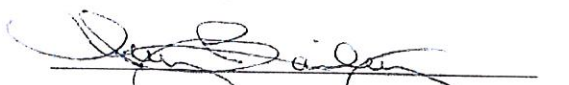
Teachers shall use the school day for:

- a. Planning and preparing for their classes.
- b. Teaching their pupils.
- c. Evaluating pupil progress and discussing with their colleagues the effectiveness of their own planning and implementation of their plans.
- d. Reporting their evaluations of pupil progress to the school administration and to the parents of children whom they teach at appropriate times during the school year.
- e. Assuming other responsibilities for the education, health, safety and welfare of their pupils.
- f. Provide professional service to the school and community for the purpose of assisting in the development and implementation of quality education in the District.

In order to ensure a safe working environment for everyone in the District's schools and to assist with the supervision of students, all teachers are to be on duty at their rooms at the entry bell and to stand outside their doors in the hallway for the purpose of monitoring arrival, class changes, dismissal and to take a proactive role in addressing potential safety concerns. The same procedure should occur at the dismissal bell at the end of the day when students are dismissed and between hours during passing time. At the elementary school level, teachers will escort their students to the designated dismissal door; any students not picked up will be escorted by the teacher to a place identified in the building procedures. At the middle and high school levels, teachers will clear the halls of students in their area of the building.

For the District:


Senior Exec. Director
June 12, 2017

For the Union:


DFT President 6/12/17

*Y H T Det June 12, 2017
Monday*

**DETROIT FEDERATION OF TEACHERS, AFT LOCAL 231
And
DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT
May 19, 2017**

Article 7.B, School Day: Add to subsection d below as indicated:

"2. Scheduling....

d. High School Day

In high schools, the regular day for assigned teaching, planning and consultation functions shall be seven (7) hours and twenty minutes(20), which shall include a fifty-five (55) minute duty free lunch.

Proposals to deviate from the contract provisions set forth in Section B.2 above shall be:

1. Presented in writing to the DFT members in the school.
2. The Union President shall be notified.
3. This notification (in 1 or 2) will be no less than three (3) weeks before a vote is taken.
4. The proposal shall detail the precise deviation from the contract requested, the relation of the proposal to the educational plan of the school, and why the deviation is necessary.
5. To be approved, at least seventy-five percent (75%) of the regular full-time DFT members assigned to the school must vote in affirmation.
6. Voting shall be conducted by the DFT Building Representative and the Union Committee of the school, using procedures consistent with DFT policy.
7. Voting shall be by secret ballot.
8. A representative of the DFT office shall be available to observe the voting if requested by the DFT Building Representative.
9. A vote to waive a specific section of the Contract as listed in Section B.2 may only be held once a semester.
10. There shall be no threats, acts of intimidation or retaliation against bargaining unit members in connection with their position on empowerment issues.
11. Any violation of this provision shall be subject to the contractual grievance procedure, initiated at Step two (2). If no resolution is reached within 10 days, the grievance shall be submitted by the Union to expedited arbitration under the rules of the American Arbitration Association.
12. Vote must be taken NO LATER THAN 2 weeks prior to the end of the current school year to take effect the subsequent school year.
13. Waivers will be in effect for one (1) SCHOOL calendar year.

For the District:

Samant P. Satchel

Senior Exec. Director
June 12, 2017

For the Union:

Dem Bader

DFT President 6/12/17

Y *T.A. 1*
June 12, 2017
Monday

DETROIT FEDERATION OF TEACHERS, AFT LOCAL 231
And
DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT
Common Prep – May 22, 2017

Article 7.B.5.a

Each K-8 teacher shall receive a minimum of four (4) preparation periods per week. Three forty five (45) minute preparation periods shall be within the regular school day. One (1) ~~sixty (60) minute~~ "Common" preparation shall be on Wednesday. Students shall be dismissed one period ~~sixty (60) minutes~~ early each Wednesday, so as to provide for the one (1) period ~~sixty (60) minute~~ "Common" preparation period.

For the District:

Samant N. Salcher

Senior Exec. Dir.

For the Union:

John Salver

DET President 6/12/17

*17201
June 12, 2017
Monday*

DETROIT FEDERATION OF TEACHERS, AFT LOCAL 231
And
DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT
May 19, 2017

Article 7.B.7, Pupil's Report Card Marks: Modify provision as set forth below.

The report card mark of a teacher is the record of the teacher's evaluative judgment of the work of a pupil. Absent special circumstances, the teacher shall be given deference in evaluating the work of his/her pupils and the integrity of the teacher in marking the pupil will be respected. It shall be the responsibility of the teacher to maintain adequate records to support all marks, which shall be the basis for determining the suitability of the grade.

Pupil Report Card Marks - The report card marks for each marking period will be based on grades accumulated within the marking period. Absent special circumstances, the final grade shall reflect the average of the previous report card marks. It shall be the responsibility of each teacher to actively maintain and utilize the electronic grading protocols/system and to enter at least two grades per student per week into such protocol/system.

Every effort shall be made to avoid scheduling the entry of the final report card grade and administration of standardized testing (luring the same week. If such simultaneous scheduling is made, the local school administrator shall give the building representative shall give the building representative a written explanation as to why the scheduling was unavoidable.

Student report cards shall be distributed two (2) times each semester - four (4) times per year - with parental conferences and/or advance written warning to parents of possible failures. There shall be non-graded report cards for primary students.

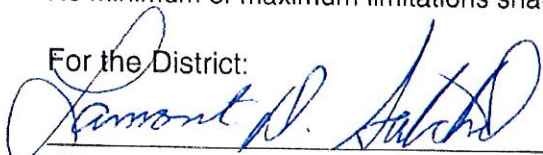
Elementary teachers shall have at least three (3) full working days from the date of receipt to complete report card marking materials; however, at the end of the school year, report cards shall be submitted no later than the last teacher working day. If the system is down, the report card schedule shall be adjusted accordingly.

Middle and high school teachers shall have at least three (3) full working days from the date of receipt of report card marking materials to complete them; however, at the end of the school year, report cards shall be submitted no later than the last teacher working day. If the system is down, the report card schedule shall be adjusted accordingly.


Kindergarten report cards shall be distributed one (1) time per semester - two (2) times per year. When a child's progress is such that failure seems likely, the teacher should advise the counselor or principal of the situation well in advance, so appropriate steps are taken to make sure the parent is informed.

No minimum or maximum limitations shall be set on the number of students who pass or fail.

For the District:


Senior Exec. Director
June 12, 2017

For the Union:


DFT President 6/12/17

LT Tread
June 12, 2017
Monday

DETROIT FEDERATION OF TEACHERS, AFT LOCAL 231

And
DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT
Draft Language Per Discussions - May 12, 2017

Article Nine ~~HOLD ENTIRE ARTICLE~~

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.

I. Health Insurance

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

The current health care plans and other insurance benefits which are set forth in the signed and approved "Tentative Agreement between the DPSCD, the DFT, and the Coalition of Unions" (with attachments) will remain in effect through December 31, 2018, excepting dental insurance benefits, which will remain in effect through December 31, 2017. The parties will engage in good-faith collective bargaining over dental insurance benefits to be effective January 1, 2018, 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, 2019, and may do so on a coalition basis with other Unions, starting in March 2018.

a. ~~Health Insurance Options~~

~~Eligible employees may elect to apply health insurance to himself/herself and dependents.~~

~~Bargaining unit members who elect health insurance coverage will be eligible to receive coverage under an HMO plan.~~

~~Employees choosing HMO coverage will be required to pay 20% of the annual premium cost via payroll deduction.~~

~~Employees choosing HMO coverage will have the following options available:~~

JJ TAd
June 12, 2017
Monday

~~HMO Plan 1 (Enhanced Standard Core)~~

~~\$500 (single)/\$1,000 (family) annual deductible~~

~~\$6,600 (single)/\$13,200 (family) annual out of pocket maximum~~

~~90% after Deductible (Coinsurance)~~

~~HMO Plan 2 (Enhanced Buy-up Standard)~~

~~\$0 (single)/ \$0 (family) annual deductible~~

~~\$6,600 (single)/\$13,200 (family) annual out of pocket maximum~~

~~100% after Deductible (Coinsurance)~~

~~HMO Plan 3 (Enhanced Premium)~~

~~\$500 (single)/ \$1,000 (family) annual deductible~~

~~\$6,600 (single)/\$13,200 (family) annual out of pocket maximum~~

~~90% after Deductible (Coinsurance)~~

b. Application

~~Employees must apply for coverage within thirty (30) days of initial employment or during open enrollment periods.~~

c. Prescription Co-Pay

~~The co-pay for generic equivalent prescription drugs will be seven dollars (\$7) per prescription; the co-pay for non-generic, formulary prescription drugs will be twenty-five dollars (\$25) per prescription and the co-pay for non-generic, non-formulary prescription drugs shall be fifty dollars (\$50).~~

d. Emergency Room and Urgent Care Co-Pay

~~The emergency room co-pay for non-emergency care will be one hundred dollars (\$100) per visit. The urgent care co-pay shall be fifty dollars (\$50) per visit.~~

e. General

~~The District shall maintain a Section 125 plan for members of the bargaining unit.~~

2. Dental Insurance

Eligible employees may elect dental insurance for himself/herself and eligible dependents. Eligible employees may choose among dental plans that are offered. ~~one of two dental plans~~. Employees shall contribute 20% of the cost of the dental insurance selected.

Y T Aem June 12, 2017
Monday

3. Optical Insurance

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

Dependent children enrolled in school as full-time students shall receive optical coverage to age twenty-five (25).

4. Life Insurance/Death Benefits

The District shall underwrite the cost of group life insurance for all appointed employees. The policies shall provide the payment of \$25,000 to the employee's designated beneficiaries or the employee's estate if the employee should die while in the active service of the District.

The estate of a teacher who dies during the term of this Agreement shall receive terminal pay calculated on the same basis as if he/she had retired.

5. Compensable (On the Job) Injuries

In case of a compensable injury, an employee is entitled to receive free medical, surgical and/or hospital care at any one of the officially designated hospitals. If the necessity for treatment does not appear until the employee has left his/her place of employment, any of the designated hospitals may be used.

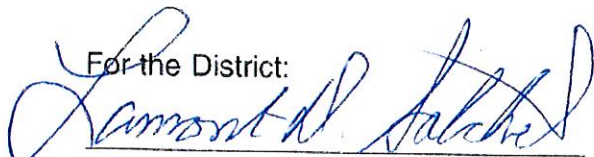
6. Husband and Wife Employees

If husband and wife are both regular District employees, insurance coverage will be subsidized only on the basis of one employee carrying full family health insurance and the other full family dental insurance. There shall be no duplication of individual benefit for a husband and wife who are both regular District employees.

7. Opt Out Plan


~~Employees who are covered by a health care plan offered by an employer other than the District and can establish such coverage, which does not elect to take hospitalization medical coverage offered by the District, may on a one time basis opt out from coverage may on a one time basis opt out from District coverage and receive a one-time \$2000 payment from the district as payment in full. The employee will only be allowed to return to District coverage if he/she loses his/her eligibility for alternative coverage.~~

For the District:



Senior Exec. Director
June 12, 2017

For the Union:



DFT President 6/12/17

YJ TNA June 12, 2017
Monday

DETROIT FEDERATION OF TEACHERS, AFT LOCAL 231
And
DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT
May 19, 2017

RE: (TIP) Termination Incentive Plan

Article 10.C shall be modified to read as follows:

C. 2009 Termination Incentive Payment

The Termination Incentive Payment (TIP) shall be paid out in accordance with the parties' agreement of December 3, 2009, and the modifications to such agreement set forth in the Letter of Understanding dated February 25, 2010, as reflected below:

Language: Beginning January 12, 2010 and ending with the fourth (4th) pay of the 2011-2012 school year (for a total of 40 payments), all salaried members of the bargaining unit (except assistant attendance officers, accompanists and members who work less than .50 FTE) SHALL HAVE \$250 per pay deducted from their pay and deposited into a Termination Incentive Plan (TIP) account. (Deductions shall not be made for the four (4) summer checks for members on 26 pays – checks numbered 23-26). A total of all deposits in an individual member's TIP account shall be shown on the member's pay stub. Assistant attendance officers, accompanists, members who work less than .50 FTE, hourly and daily rated members shall not be required to pay into the TIP account but shall have the option of doing so.

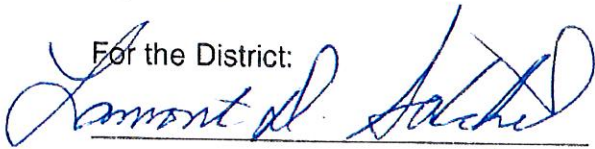
~~2009 Termination Incentive Payment~~

Bargaining unit members who are terminated, retire, or resign from the District following ratification of the 2009-2012 Agreement shall receive a Termination of Service Bonus of one thousand dollars (\$1,000) for each year of service with the District up to ten (10) years of service, with a cap of ~~\$10,000~~ \$9,000. Bargaining unit members on layoff status shall not be entitled to this Bonus until such time as they are removed from the layoff list pursuant to Article Fifteen. However, no member's termination of Service Bonus shall exceed the amount he/she contributed his/her TIP account. ~~pursuant to Article Nine, Section B.~~


(Discussion) Members may elect to have their Termination of Service Bonus paid as a lump sum, deposited into an annuity, or deposited into a Tax Deferred Plan (TDP).

Members of the bargaining unit who are owed a Termination of Service Bonus shall be paid as indicated in ~~paragraph one~~ above or by June 2022 whichever is earlier. For payments made in June 2022, only those members who retire on July 1, 2022 or August 1, 2022 may apply their TIP payout to their TDP.

For the District:


Senior Exec. Director
June 12, 2017

For the Union:


DFT President 6/12/17

JTA June 12, 2017
Monday

DETROIT FEDERATION OF TEACHERS, AFT LOCAL 231

And

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Discipline – June 2, 2017

Article 17 [*status quo* except as indicated below for Section E, and except for the tentative agreement already reached on the limitations period for grievances on errors in computation of wages or fringe benefits]

E. Discipline or Discharge

1. Teachers

Discharge/disciplinary action for teachers subject to the Teacher Tenure Act or non-certified teachers shall be for reasons that are non-arbitrary and non-capricious, and may be discussed with the District's Executive Director of Labor Relations and/or his/her designee, but may not be challenged through the grievance arbitration procedure pursuant to applicable law, which governs any such appeals. In the event the law changes in this regard, the parties shall immediately meet to discuss and/or negotiate the effects of such change.

2. Other Bargaining Unit Members

Discharge/ disciplinary action for all other bargaining unit members (i.e., other than those specifically listed in Section E.1., above) shall be for "Just Cause."

For the District:

Lamont D. Salcher

Senior Exec. Director

June 12, 2017

For the Union:

John Salcher

DFT President 6/12/17

TRed June 12, 2017
Mondson



DETROIT FEDERATION OF TEACHERS, AFT LOCAL 231

**And
DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT
May 19, 2017**

RE: Oversized Class Pay : Modify Article 18.B as follows:

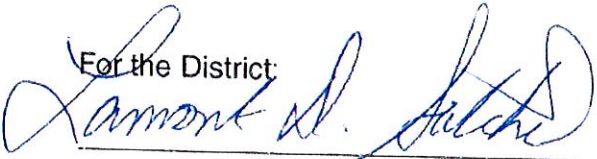
Article (18) Eighteen B

To compensate teachers for the extra work required in teaching oversize classes, there shall be a class size overage pool fund totaling ~~\$250,000~~ \$300,000 (Three Hundred Thousand Dollars) to be divided pro rata among eligible teachers based on the point system set forth below, with the understanding that the value of a point shall not exceed one day's pay for a teacher. This pool of funds may be supplemented by additional funds based upon student enrollment exceeding budget projections as otherwise agreed to by the parties in writing. One half of the pool funds will be paid out to eligible teachers no later than the second payroll period in February, and the balance of the pool fund will be paid out to eligible teachers no later than August 1.


As noted above, If classes exceed the limits identified above, the parties will review the situation to determine if the problem can be resolved through reorganization/balance classes, or some other resolution. In the event that despite these efforts class sizes remain above the limits identified above, then for all kindergarten through grade twelve (12) whose class size exceeds the limits identified above, as verified by student report cards issued by the teacher at the ~~third~~ first or fourth second, and third or fourth, card marking period, additional compensation shall be provided in the manner below:

- 3-4 students over class size limits 1 point
- 5-6 students over class size limits 2 points
- 7 or more students over class size limits 3 points

[rest of language continues unchanged]

For the District:


Senior Exec. Director
June 12, 2017

For the Union:


DFT President 6/12/17

*LA TAd JUN 12, 2017
Monday*

**DETROIT FEDERATION OF TEACHERS, AFT LOCAL 231
And
DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT
May 19, 2017**

Article 24.N to be changed as follows:

1. Interscholastic Athletic Program...
[just delete iii below]

~~iii. Have complied with the provisions of Article Four, Union Membership and Agency Shop Fees Check-off.~~

2. Music Education

All band directors, orchestra directors and choir directors with performing groups will be paid **the applicable extracurricular program rate** ~~the same as softball coaches~~, subject to the following qualifications:

- a. Such teachers must perform a minimum of six (6) outside performances per school year with the exception of the winter and spring concerts.
- b. Outside engagement forms must approved by the music supervisor.

3. Dance Teachers

~~One (1) dance teacher per school with a performing group will be paid the same as a softball coach, subject to the following criteria:~~ **In the event that there are 1-2 dance teachers in a school with a performing group, they will be paid the applicable extracurricular rate subject to the following criteria:**

- a. Must have a minimum of eighteen (18) hours of dance credit from an accredited college or university.
- b. Must maintain a performance group of a minimum of ten (10) dancers.
- c. Must program a minimum of six (6) approved out-of-school performances, not including winter and spring concerts.
- d. Must participate in at least one (1) city-wide dance calendar event.

4. Teachers of Academic Games

Teachers of academic games coaching students for various year-round competitions at school, district and national levels will be eligible to receive an annual stipend.

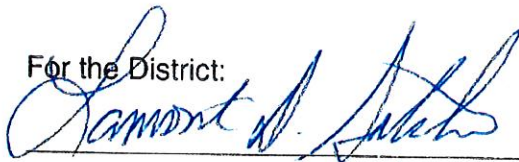
- a. Paid positions will be assigned to each school based on its enrollment.

Enrollment	Paid Positions
0-500	1.0
501-1,000	2.0
1,001-Up	3.0

L Tied
June 12, 2017
Monday


- b. It is agreed that if more coaches participate than there are paid positions assigned to that school, the stipend(s) will be shared equally.
- c. The stipend will be **the applicable extracurricular program rate** equal to that of softball coaches and will be paid at the end of the school year.

For the District:



Senior Exec. Director
June 12, 2017

For the Union:



DFT President 6/12/17

*J. T. June 14 2017
Monday*

**DETROIT FEDERATION OF TEACHERS, AFT LOCAL 231
And
DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT
June 5, 2017**

Article 11 – Medical and Emergency Leaves

C. Medical Examinations [continue current language except as follows]

If a regular school year employee is absent for illness on the first day of the work schedule in the school year, the Medical Office must confirm the illness, or the Division of Human Resources must approve a written request for approval from the employee. This applies to absence for one (1) or more days. Approval by the Medical Office requires employee's attending physician to complete a form provided by the District for such purpose and return to the Medical Office.

An employee not able to return to work following **five (5)** ~~four (4)~~ consecutive days of absence for personal illness may, at the District's discretion, have a medical examination by the District's designated physician. The medical examination shall be restricted to the employee's stated reason(s) for the illness absence.

After **five (5)** ~~four (4)~~ consecutive workdays of sick leave, a teacher must furnish a statement from his/her physician ~~on a form provided by the District~~ in order to secure his/her next paycheck.

(For the District:
Xamont D. Alford

Senior Exec. Dir.

June 12, 2017

For the Union:
Jan Bailey

DFT President 6/12/17

LA TRed June 12, 2017

Monday

DETROIT FEDERATION OF TEACHERS, AFT LOCAL 231

And

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

June 5, 2017

Article 12 – Other Leaves

F. Sabbatical Leaves

~~A contract teacher may apply for a year of sabbatical leave after seven (7) years of continuous or ten (10) years of non-continuous service, three (3) years of which shall immediately precede his/her application.~~

For the District:

Samuel W. Adams

Senior Exec. Director

June 12, 2017

For the Union:

Debra Davis

DFT President 10/12/17

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee CareerStaff Unlimited, LLC August 7, 2017

Recommendation:

That the School Board approve the extension of the contract with CareerStaff Unlimited LLS to provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologists and Social Workers for the district's students for the period from July 1, 2017 to June 30, 2018 in the amount not to exceed \$2,159,430.

Description and Background:

The Office of Specialized Students Services (OSSS) assesses students to determine eligibility for special education services, provides diagnoses of potential special education needs and makes recommendations for appropriate treatment. The department interprets and explains assessment findings to parents, guardians, school staff, and other Individualized Educational Plan Team (IEPT) members. Further, the department develops and modifies therapy goals, objectives, materials and activities to meet individual student needs. The district is responsible for providing services to 103 district schools, 14 private parochial schools located in Wayne County, 71 non-public head-start centers and Child Find Referrals for early identified learners. For the 2016-2017 school year, the District employed 18 occupational therapists (OT), 13 physical therapists (PT), and 46 speech/language pathologists (SLPs) from contracted vendors. The district did not obtain social workers or psychologists from contracted vendors and was unable to timely meet the needs of all students due to a shortage in service providers.

Gap Analysis:

The district is federally mandated to provide programs and services to eligible students. Child Find requires that those suspected of having special education eligibilities be identified, evaluated and provided special education and/or related services. The district continues to face a shortage of teachers in this area due primarily to resignations and retirements. During the prior three years the district lost staff in the following amounts: 2014-15 - 27 new vacancies created; 2015-16 - 61 new vacancies created, 2016-17 - 27 new vacancies created. This often resulted in a sustained vacancy in the area due to the inability to identify staff to fill the positions on a full-time basis. During that same period, OSSS utilized contracted personnel to provide services as required by a student's IEP. With the current case load of the staff and due to potential vacancies contracted OSSS staff services are needed as a supplement to district staff to meet the needs of the multiple student populations served. The district will use the 2017-2018 school year to develop a plan to build an internal hiring plan for these positions and also attempt to consolidate

CareerStaff Unlimited LLC

August 7, 2017

the use of multiple vendors for the same function to one, where possible.

Previous Outcomes:

For the 2016-2017 school year CareerStaff Unlimited, LLC provided four Speech-Language Pathologists, seven Occupational Therapists, and three Physical Therapists.

Service	Total for 2016-17	Portion by CareerStaff
SLP-Caseload	5,090	119
SLP-Therapy	93,989	372
SLP-Assessments/IEPs	4,964	184
OT-Caseload	1,767	398
OT-Therapy	37,022	10,080
OT-Assessments/IEPs	413	66
PT-Caseload	434	170
PT-Therapy	8,496	2,072
PT-Assessment/IEPs	148	67

Expected Outcomes:

A preliminary review of caseloads indicates there will be an increase in the overall number of students needing services and in the amount of sessions or contact time in specialized services. This need would require additional staff from CareerStaff to include four Speech-Language Pathologists, three Occupational Therapists, three Physical Therapists, five Psychologists and five Social Workers as indicated by the chart below.

Service	Total Projected for 2017-18	Portion by CareerStaff
SLP-Caseload	5,599	104
SLP-Therapy	103,388	312
SLP-Assessments/IEPs	5,460	64
SSW-Caseload	4,400	190
SSW- Therapy	13,222	570
SSW-Assessments/IEPs	936	40
Psych-Assessment/IEPs	2,750	150
OT-Caseload	1,939	462
OT-Therapy	38,330	10,700
OT-Assessments/IEPs	477	100
PT-Caseload	454	174
PT-Therapy	8,585	2,085
PT-Assessment/IEPs	156	72

CareerStaff Unlimited LLC
August 7, 2017

Financial Impact:

While the staffing projections are subject to change based on obtaining approved service providers from each agency, the projected increase in contracted costs is due to the addition of personnel and a tiered increase of hourly rates over the life of the current contract.

Service Providers	Rate 2016-2017	Rate 2017-2018	Projected 2017 amount
Speech Pathologist (SLP)	\$63	\$63	\$343,980
Psychologists	\$70	\$70	\$477,750
School Social Worker	\$52	\$52	\$354,900
Occupational Therapist	\$60	\$60	\$737,100
Physical Therapist	\$60	\$60	\$245,700
		Total	\$2,159,430

Previous Year Purchase Total: \$961,000.00. Current Projected Purchase Total: \$2,159,430.00

The not to exceed total for CareerStaff contracted services is \$2,159,430.00 for the FY 2018. Based on the vendor's ability to meet the district's staffing needs and the lowest possible price, the district reserves the right to shift services between vendors. Therefore, the total listed is the projected contract total.

Funding Source:

Depending on the service provided, funding will be provided through Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds and/or Medicaid.

Bid Process:

The District issued Request for Proposal 16-0439-C to obtain suppliers to provide Social Work, Speech-Language Pathology, Physical Therapy, Occupational Therapy and Physiological services to students assigned by DPSCD personnel, in accordance with physician orders and the established plan of care. Fourteen proposals were received; CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Maxim Healthcare Services, Therapy Staff, EBS (Educational Based Services), Progressus Therapy, EDU Healthcare, Cumberland Therapy Services, E-Therapy, Stellar Therapy Services, Futures Education, Soliant Health and Chitter Chatter.

The evaluation committee reviewed 14 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected seven suppliers, including CareerStaff Unlimited who, based on their proposal strongly fit the needs of the District.

Contact for Item:

Iranetta Wright, Deputy Superintendent of Schools

CareerStaff Unlimited LLC

August 7, 2017

(313) 873-7471

Email: iranetta.wright@detroitk12.org

Toni Clover, Interim Executive Director - Office of Specialized Student Services

(313) 873-7740

Email: toni.clover@detroitk12.org

Supporting Documents/Attachments:

Draft of Extension and Original Contract

<p align="center">DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT</p> <p>Office of Procurement and Logistics Fisher Building, 11th Floor 3011 W. Grand Blvd. Detroit, MI 48202</p>	<p align="center">Section A Contract Cover Page & Signatures</p>	<p align="center">1. Contract No.: 17-0034-C 0001 Amendment No. 1</p>
		<p align="center">2. ITB/RFP No.: 16-0439-C</p>
		<p>3. Contract Title: Specialized Student Services – Social Work, Language, Occupational and Psychological Services</p>
		<p>4. Contract Amount: Not-to-Exceed (NTE) \$990,360.00 for the first contract period and Not to Exceed \$3,961,440.00 with the exercise of the renewal options.</p>
		<p>5. Contract Term: July 1 ,2017 through June 30, 2018 with two, one-year options for renewal remaining</p>
<p>6. Supplier Name: CareerStaff Unlimited LLC, a Delaware, limited liability company, authorized to do business in the State of Michigan.</p> <p align="center">Address: 30100 Telegraph Road, Suite 436</p> <p align="center">City/State/Zip: Bingham Farms, MI 48035</p> <p align="center">Contact: Nathan McPartlin Telephone: 248-203-0490 Fax: 248-203-0494</p>		
<p>7. Contract Amendment:</p> <p>History</p> <ol style="list-style-type: none"> The original Contract is in the amount of \$990,360.00 Not-to-Exceed (NTE) for the first contract period and Not-to-Exceed \$3,961,440.00 with the exercise of the renewal options The original contract term is November 1, 2016 through June 30, 2017 with three (3) one year options for renewal. <p>For Action</p> <ol style="list-style-type: none"> Extend the contract term from July 1, 2017 through June 30, 2018 with two (2) one year options for renewal remaining. 		
<p>8. Signature of Authorized Supplier Representative:</p> <hr/> <p>Signature</p> <hr/> <p>Print Name</p> <hr/> <p>Title</p> <hr/> <p>Date Signed _____</p>	<p>9. Signature of DPSCD Representative:</p> <hr/> <p align="center">Nikolai P. Vitti, Ed.D., Superintendent Date</p> <hr/>	

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Chitter Chatter P.C. August 7, 2017

Recommendation:

That the School Board approve the extension of the contract with Chitter Chatter to provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students for the period from July 1, 2017 to June 30, 2018 in the amount not to exceed \$723,450.00

Description and Background:

The Office of Specialized Students Services (OSSS) assesses students to determine eligibility for special education services, provides diagnoses of potential special education needs and makes recommendations for appropriate treatment. The department interprets and explains assessment findings to parents, guardians, school staff, and other Individualized Educational Plan Team (IEPT) members. Further, the department develops and modifies therapy goals, objectives, materials and activities to meet individual student needs. The district is responsible for providing services to 103 district schools, 14 private parochial schools located in Wayne County, 71 non-public head-start centers and Child Find Referrals for early identified learners. For the 2016-2017 school year, the District employed 18 occupational therapists (OT), 13 physical therapists (PT), and 46 speech/language pathologists (SLPs) from contracted vendors. The district did not obtain social workers or psychologists from contracted vendors and was unable to timely meet the needs of all students due to a shortage in service providers.

Gap Analysis:

The district is federally mandated to provide programs and services to eligible students. Child Find requires that those suspected of having special education eligibilities be identified, evaluated and provided special education and/or related services. The district continues to face a shortage of teachers in this area due primarily to resignations and retirements. During the prior three years the district lost staff in the following amounts: 2014-15 - 27 new vacancies created; 2015-16 - 61 new vacancies created, 2016-17 - 27 new vacancies created. This often resulted in a sustained vacancy in the area due to the inability to identify staff to fill the positions on a full-time basis. During that same period, OSSS utilized contracted personnel to provide services as required by a student's IEP. With the current case load of the staff and due to potential vacancies contracted OSSS staff services are needed as a supplement to district staff to meet the needs of the multiple student populations served. The district will use the 2017-2018 school year to develop a plan to

Chitter Chatter P.C.
August 7, 2017

build an internal hiring plan for these positions and also attempt to consolidate the use of multiple vendors for the same function to one, where possible.

Previous Outcomes:

For the 2016-2017 school year Chitter Chatter provided three Speech-Language Pathologists and one Occupational Therapist.

Service	Total for 2016-17	Portion by Chitter Chatter
SLP-Caseload	5,090	182
SLP-Therapy	93,989	546
SLP-Assessments/IEPs	4,964	96
OT-Caseload	1,767	44
OT-Therapy	37,022	1,290
OT-Assessments/IEPs	413	4

Expected Outcomes:

A preliminary review of caseloads indicates there will be an increase in the overall number of students needing services and in the amount of sessions or contact time in specialized services. This need would require additional staff from Chitter Chatter to include three Speech-Language Pathologists, one Occupational Therapists, two Psychologists and two Social Workers as identified in the chart below.

Service	Total Projected for 2017-18	Portion by Chitter Chatter
SLP-Caseload	5,599	182
SLP-Therapy	103,388	546
SLP-Assessments/IEPs	5,460	96
SSW-Caseload	4,400	76
SSW- Therapy	13,222	228
SSW-Assessments/IEPs	936	16
Psych-Assessment/IEPs	2,750	100
OT-Caseload	1,939	50
OT-Therapy	38,330	1,300
OT-Assessments/IEPs	477	6

Financial Impact:

While the staffing projections are subject to change based on obtaining approved service providers from each agency, the projected increase in contracted costs is due to the addition of personnel and a tiered increase of hourly rates over the life of the current contract.

Chitter Chatter P.C.
August 7, 2017

Service Providers	Rate 2016-2017	Rate 2017-2018	Projected 2017 amount
Speech Pathologist (SLP)	\$65	\$65	\$266,175
Psychologists	\$70	\$70	\$191,100
School Social Worker	\$65	\$65	\$177,450
Occupational Therapist	\$65	\$65	\$88,725
		Total	\$723,450

Previous Year Purchase Total: \$327,000.00. Current Projected Purchase Total: \$723,450.00

The not to exceed total for Chitter Chatter contracted services is \$723,450.00 for the FY 2018. Based on the vendor’s ability to meet the district’s staffing needs and the lowest possible price, the district reserves the right to shift services between vendors. Therefore, the total listed is the projected contract total.

Funding Source:

Depending on the service provided, funding will be provided through Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds and/or Medicaid.

Bid Process:

The District issued Request for Proposal 16-0439-C to obtain suppliers to provide Social Work, Speech-Language Pathology, Physical Therapy, Occupational Therapy and Physiological services to students assigned by DPSCD personnel, in accordance with physician orders and the established plan of care. Fourteen proposals were received; CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Maxim Healthcare Services, Therapy Staff, EBS (Educational Based Services), Progressus Therapy, EDU Healthcare, Cumberland Therapy Services, E-Therapy, Stellar Therapy Services, Futures Education, Soliant Health and Chitter Chatter.

The evaluation committee reviewed 14 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected seven suppliers, including CareerStaff Unlimited who, based on their proposal strongly fit the needs of the District.

Contact for Item:

Iranetta Wright, Deputy Superintendent of Schools
 (313) 873-7471
 Email: iranetta.wright@detroitk12.org

Toni Clover, Interim Executive Director - Office of Specialized Student Services
 (313) 873-7740
 Email: toni.clover@detroitk12.org

**DETROIT PUBLIC
SCHOOLS COMMUNITY
DISTRICT**

Office of Procurement and Logistics
Fisher Building, 11th Floor
3011 W. Grand Blvd.
Detroit, MI 48202

Section A
Contract Cover Page &
Signatures

**1. Contract No.: 17-0038-C 0002
Amendment No. 2**

2. ITB/RFP No.: 16-0439-C

3. Contract Title:
Specialized Student Services – Social Work,
Language, Occupational and Psychological Services

4. Contract Amount: Not-to-Exceed (NTE)
\$327,600.00 for the first contract period and Not to
Exceed \$1,310,400.00 with the exercise of the
renewal options.

5. Contract Term:
July 1, 2017 through June 30, 2018 with
two, one-year options for renewal remaining

6. Supplier Name: Chitter Chatter P.C.
Address: 1000 Republic Drive
City/State/Zip: Allen Park, MI 48101
Contact: Jacqueline Jaber

Telephone: 313-689-5188 **Fax:** 866-861-5188

7. Contract Amendment:

History

- The original contract amount is \$327,600.00 Not-to-Exceed (NTE) for the first contract period and Not-to-Exceed \$1,310,400.00 with the exercise of the renewal options.
- The original contract term is November 1, 2016 through June 30, 2017 with three (3) one year options for renewal.

First Amendment

- Amend Section B – Supplier Pricing to include pricing for School Psychologist without changing the contract amount.

For Action

- Amend Section B – Supplier Pricing to include pricing for Occupational Therapist and Physical Therapist without changing the contract amount.
- Extend the contract term from July1, 2017 through June 30, 2018 with two (2) one year options for renewal remaining.

All other original contract terms and conditions remain unchanged.

**8. Signature of Authorized Supplier
Representative:**

Signature

Print Name

Title

Date Signed

1

9. Signature of DPSCD Representative:

Nikolai P. Vitti, Ed.D., Superintendent

Date

SECTION B SUPPLIER PRICING

Chitter Chatter, Supplier shall provide necessary labor, material, equipment, transportation, and supervision for contracted products services.

PRICING

November 1, 2016 – June 30, 2017

	Service Description	Unit of Measure	Price per Unit
	Speech/Language Pathologist- CCC (<i>Certificate of Clinical Competence</i>)	Hour	\$65.00
	Speech/Language Pathologist- CFY* (<i>Clinical Fellowship Year</i>)	Hour	\$65.00
	Teacher of the Speech/Language Impaired	Hour	
	School Psychologist	Hour	
	School Social Worker	Hour	\$65.00
	Occupational Therapist	Hour	
	Physical Therapist	Hour	

**CFY staff are less qualified than a fully licensed SLP/TSL and require additional DPSCD supervision as stated on page 5.*

Option Year 1: July 1, 2017 – June 30, 2018

	Service Description	Unit of Measure	Price per Unit
	Speech/Language Pathologist- CCC (<i>Certificate of Clinical Competence</i>)	Hour	\$65.00
	Speech/Language Pathologist- CFY* (<i>Clinical Fellowship Year</i>)	Hour	\$65.00
	Teacher of the Speech/Language Impaired	Hour	
	School Psychologist	Hour	\$70.00
	School Social Worker	Hour	\$65.00
	Occupational Therapist	Hour	\$65.00
	Physical Therapist	Hour	\$65.00

Option Year 2: July 1, 2018 – June 30, 2019

	Service Description	Unit of Measure	Price per Unit
	Speech/Language Pathologist- CCC (<i>Certificate of Clinical Competence</i>)	Hour	\$65.00
	Speech/Language Pathologist- CFY* (<i>Clinical Fellowship Year</i>)	Hour	\$65.00
	Teacher of the Speech/Language Impaired	Hour	
	School Psychologist	Hour	\$70.00
	School Social Worker	Hour	\$65.00
	Occupational Therapist	Hour	\$65.00
	Physical Therapist	Hour	\$65.00

Option Year 3: July 1, 2019 – June 30, 2020

	Service Description	Unit of Measure	Price per Unit
	Speech/Language Pathologist- CCC (<i>Certificate of Clinical Competence</i>)	Hour	\$65.00
	Speech/Language Pathologist- CFY* (<i>Clinical Fellowship Year</i>)	Hour	\$65.00
	Teacher of the Speech/Language Impaired	Hour	
	School Psychologist	Hour	\$70.00
	School Social Worker	Hour	\$65.00
	Occupational Therapist	Hour	\$65.00
	Physical Therapist	Hour	\$65.00

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Cumberland Therapy August 7, 2017

Recommendation:

That the School Board approve the extension of the contract with Cumberland Therapy to provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students for the period from July 1, 2017 to June 30, 2018 in the amount not to exceed \$645,044.40.

Description and Background:

The Office of Specialized Students Services (OSSS) assesses students to determine eligibility for special education services, provides diagnoses of potential special education needs and makes recommendations for appropriate treatment. The department interprets and explains assessment findings to parents, guardians, school staff, and other Individualized Educational Plan Team (IEPT) members. Further, the department develops and modifies therapy goals, objectives, materials and activities to meet individual student needs. The district is responsible for providing services to 103 district schools, 14 private parochial schools located in Wayne County, 71 non-public head-start centers and Child Find Referrals for early identified learners. For the 2016-2017 school year, the District employed 18 occupational therapists (OT), 13 physical therapists (PT), and 46 speech/language pathologists (SLPs) from contracted vendors. The district did not obtain social workers or psychologists from contracted vendors and was unable to timely meet the needs of all students due to a shortage in service providers.

Gap Analysis:

The district is federally mandated to provide programs and services to eligible students. Child Find requires that those suspected of having special education eligibilities be identified, evaluated and provided special education and/or related services. The district continues to face a shortage of teachers in this area due primarily to resignations and retirements. During the prior three years the district lost staff in the following amounts: 2014-15 - 27 new vacancies created; 2015-16 - 61 new vacancies created, 2016-17 - 27 new vacancies created. This often resulted in a sustained vacancy in the area due to the inability to identify staff to fill the positions on a full-time basis. During that same period, OSSS utilized contracted personnel to provide services as required by a student's IEP. With the current case load of the staff and due to potential vacancies contracted OSSS staff services are needed as a supplement to district staff to meet the needs of the multiple student populations served. The district will use the 2017-2018 school year to develop a plan to build an internal hiring plan for these positions and also attempt to consolidate the use of multiple

Cumberland Therapy
August 7, 2017

vendors for the same function to one, where possible.

Previous Outcomes:

For the 2016-2017 school year Cumberland Therapy provided one Speech-Language Pathologist.

Service	Total for 2016-17	Portion by Cumberland Therapy
SLP-Caseload	5,090	52
SLP-Therapy	93,989	156
SLP-Assessments/IEPs	4,964	32

Expected Outcomes:

A preliminary review of caseloads indicates there will be an increase in the overall number of students needing services and in the amount of sessions or contact time in specialized services. This need would require additional staff from Cumberland Therapy to include two Speech-Language Pathologists, two Psychologists and three Social Workers as identified in the chart below.

Service	Total Projected for 2017-18	Portion by Cumberland Therapy
SLP-Caseload	5,599	104
SLP-Therapy	103,388	312
SLP-Assessments/IEPs	5,460	64
SSW-Caseload	4,400	114
SSW- Therapy	13,222	342
SSW-Assessments/IEPs	936	24
Psych-Assessment/IEPs	2,750	100

Financial Impact:

While the staffing projections are subject to change based on obtaining approved service providers from each agency, the projected increase in contracted costs is due to the addition of personnel and a tiered increase of hourly rates over the life of the current contract.

Service Providers	Rate 2016-2017	Rate 2017-2018	Projected 2017 amount
Speech Pathologist (SLP)	\$64	\$65.28	\$178,214.40
Psychologists	\$78	\$78	\$212,940.00
School Social Worker	\$62	\$62	\$253,890.00
		Total	\$645,044.40

Previous Year Purchase Total: \$241,920.00. Current Projected Purchase Total: \$645,044.40

Cumberland Therapy
August 7, 2017

The not to exceed total for Cumberland Therapy contracted services is \$645,044.40 for the FY 2018. Based on the vendor's ability to meet the district's staffing needs and the lowest possible price, the district reserves the right to shift services between vendors. Therefore, the total listed is the projected contract total

Funding Source:

Depending on the service provided, funding will be provided through Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds and/or Medicaid.

Bid Process:

The District issued Request for Proposal 16-0439-C to obtain suppliers to provide Social Work, Speech-Language Pathology, Physical Therapy, Occupational Therapy and Physiological services to students assigned by DPSCD personnel, in accordance with physician orders and the established plan of care. Fourteen proposals were received; CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Maxim Healthcare Services, Therapy Staff, EBS (Educational Based Services), Progressus Therapy, EDU Healthcare, Cumberland Therapy Services, E-Therapy, Stellar Therapy Services, Futures Education, Soliant Health and Chitter Chatter.

The evaluation committee reviewed 14 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected seven suppliers, including CareerStaff Unlimited who, based on their proposal strongly fit the needs of the District.

Contact for Item:

Iranetta Wright, Deputy Superintendent of Schools
(313) 873-7471
Email: iranetta.wright@detroitk12.org

Toni Clover, Interim Executive Director - Office of Specialized Student Services
(313) 873-7740
Email: toni.clover@detroitk12.org

Supporting Documents/Attachments:

Draft of Extension and Original Contract

**DETROIT PUBLIC
SCHOOLS COMMUNITY
DISTRICT**

Office of Procurement and Logistics
Fisher Building, 11th Floor
3011 W. Grand Blvd.
Detroit, MI 48202

Section A Contract
Cover Page & Signatures

**1. Contract No.: 17-0037-C 0002
Amendment No. 2**

2. ITB/RFP No.: 16-0439-C

3. Contract Title:
Specialized Student Services – Social Work,
Language, Occupational and Psychological
Services

**4. Contract Amount: Not-to-Exceed (NTE)
\$241,920.00 for the first contract period and
Not to Exceed \$967,680.00 with the exercise
of the renewal options.**

5. Contract Term:
July 1, 2017 through June 30, 2018 with two, one
year options for renewal remaining.

6. Supplier Name: Cumberland Therapy Services, LLC a Delaware Corporation, authorized to do business in the State of Michigan.

Address: 3701 N Ravenswood Ave, STE 248

City/State/Zip: Chicago, IL 60613

Contact: Liz Bryan **Telephone:** 800-337-5965 **Fax:** 800-822-8287

7. Contract Amendment:

History

1. The original contract amount is \$241,920.00 Not-to-Exceed (NTE) for the first contract period and Not-to-Exceed \$967,680.00 with the exercise of the renewal options.
2. The original contract term is November 1, 2016 through June 30, 2017 with three (3) one year options for renewal.

First Amendment

3. Amend Section B – Supplier Pricing to add new pricing for School Psychologist and School Social Worker.

For Action

4. Extend the contract term from July1, 2017 through June 30, 2018 with two (2) one year options for renewal remaining.

All other original contract terms and conditions remain unchanged.

**8. Signature of Authorized Supplier
Representative:**

Signature

Print Name

Title

Date Signed

9. Signature of DPSCD Representative:

Nikolai P. Vitti, Ed.D., Superintendent

Date

<p align="center">DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT</p> <p align="center">Office of Procurement and Logistics Fisher Building, 11th Floor 3011 W. Grand Blvd. Detroit, MI 48202</p>	<p>Section A Contract Cover Page & Signatures</p>	<p>1. Contract No.: 16-0439-C 0002 Amendment No. 2</p>
		<p>2. ITB/RFP No.: 16-0439-C</p>
		<p>3. Contract Title: Specialized Student Services – Social Work, Language, Occupational and Psychological Services</p>
		<p>4. Contract Amount: Not-to-Exceed (NTE) \$1,371,222.00 for the first contract period and Not to Exceed \$5,484,888.00 with the exercise of the renewal options.</p>
		<p>5. Contract Term: July 1, 2017 through June 30, 2018 with two, one-year options for renewal remaining</p>
<p>6. Supplier Name: EBS (Educational Based Services) Healthcare, Inc., a Pennsylvania company qualified to do business in the state of Michigan</p> <p>Address: 200 Skiles Blvd</p> <p>City/State/Zip: West Chester, PA 19382</p> <p>Contact: John Gumpert Telephone: 800-578-7906 Fax: 800-887-5852</p>		
<p>7. Contract Amendment:</p> <p>History</p> <p>1. The original contract amount is \$1,371,222.00 Not-to-Exceed (NTE) for the first contract period and Not-to-Exceed \$5,484,888.00 with the exercise of the renewal options.</p> <p>2. The original contract term is November 1, 2016 through June 30, 2017 with three (3) one year options for renewal.</p> <p>First Amendment</p> <p>3. Amend Section B – Supplier pricing to include pricing for School Social Worker without changing the contract amount.</p> <p>For Action</p> <p>4. Extend the contract term from July 1, 2017 through June 30, 2018 with two (2) one year options for renewal remaining.</p> <p>All other original contract terms and conditions remain unchanged.</p>		
<p>8. Signature of Authorized Supplier Representative:</p> <p>_____</p> <p>Signature</p> <p>_____</p> <p>Print Name</p> <p>_____</p> <p>Title</p> <p>Date Signed _____</p>	<p>9. Signature of DPSCD Representative:</p> <p>_____</p> <p>Nikolai P. Vitti, Ed.D., Superintendent Date</p>	

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Diamond Healthcare Contract August 7, 2017

Recommendation:

That the School Board approve the extension of the contract with Diamond Healthcare to provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students for the period from July 1, 2017 to June 30, 2018 in the amount not to exceed \$797,160.

Description and Background:

The Office of Specialized Students Services (OSSS) assesses students to determine eligibility for special education services, provides diagnoses of potential special education needs and makes recommendations for appropriate treatment. The department interprets and explains assessment findings to parents, guardians, school staff, and other Individualized Educational Plan Team (IEPT) members. Further, the department develops and modifies therapy goals, objectives, materials and activities to meet individual student needs. The district is responsible for providing services to 103 district schools, 14 private parochial schools located in Wayne County, 71 non-public head-start centers and Child Find Referrals for early identified learners. For the 2016-2017 school year, the District employed 18 occupational therapists (OT), 13 physical therapists (PT), and 46 speech/language pathologists (SLPs) from contracted vendors. The district did not obtain social workers or psychologists from contracted vendors and was unable to timely meet the needs of all students due to a shortage in service providers.

Gap Analysis:

The district is federally mandated to provide programs and services to eligible students. Child Find requires that those suspected of having special education eligibilities be identified, evaluated and provided special education and/or related services. The district continues to face a shortage of teachers in this area due primarily to resignations and retirements. During the prior three years the district lost staff in the following amounts: 2014-15 - 27 new vacancies created; 2015-16 - 61 new vacancies created, 2016-17 - 27 new vacancies created. This often resulted in a sustained vacancy in the area due to the inability to identify staff to fill the positions on a full-time basis. During that same period, OSSS utilized contracted personnel to provide services as required by a student's IEP. With the current case load of the staff and due to potential vacancies contracted OSSS staff services are needed as a supplement to district staff to meet the needs of the multiple student populations served. The district will use the 2017-2018 school year to

Diamond Healthcare
August 7, 2017

develop a plan to build an internal hiring plan for these positions and also attempt to consolidate the use of multiple vendors for the same function to one, where possible.

Previous Outcomes:

For the 2016-2017 school year Diamond Healthcare provided two Occupational Therapists.

Service	Total 2016-17	Portion by Diamond Healthcare
OT-Caseload	1,767	90
OT-Therapy	37,022	2,230
OT-Assessments/IEPs	413	9

Expected Outcomes:

A preliminary review of caseloads indicates there will be an increase in the overall number of students needing services and in the amount of sessions or contact time in specialized services. This need would require additional staff from Diamond Healthcare to include two Speech-Language Pathologists, one Occupational Therapist, four Physical Therapists, and four Social Workers as indicated by the chart below.

Service	Total Projected for 2017-18	Portion by Diamond Healthcare
SLP-Caseload	5,599	104
SLP-Therapy	103,388	312
SLP-Assessments/IEPs	5,460	64
SSW-Caseload	4,400	151
SSW- Therapy	13,222	456
SSW-Assessments/IEPs	936	32
Psych-Assessment/IEPs	2,750	150
OT-Caseload	1,939	50
OT-Therapy	38,330	1,115
OT-Assessments/IEPs	477	4

Financial Impact:

While the staffing projections are subject to change based on obtaining approved service providers from each agency, the projected increase in contracted costs is due to the addition of personnel and a tiered increase of hourly rates over the life of the current contract.

Service Providers	Rate 2016-2017	Rate 2017-2018	Projected 2017 amount
Speech Pathologist (SLP)	\$63	\$63	\$171,990
Psychologists	\$55	\$55	\$300,300
School Social Worker	\$45	\$45	\$245,700
Occupational Therapist	\$58	\$58	\$79,170

Diamond Healthcare
August 7, 2017

		Total	\$797,160
--	--	--------------	------------------

Previous Year Purchase Total: \$540,540.00. Current Projected Purchase Total: \$797,160.00

The not to exceed total for Diamond Healthcare contracted services is \$797,160.00 for the FY 2018. Based on the vendor's ability to meet the district's staffing needs and the lowest possible price, the district reserves the right to shift services between vendors. Therefore, the total listed is the projected contract total.

Funding Source:

Depending on the service provided, funding will be provided through Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds, IDEA and/or Medicaid.

Bid Process:

The District issued Request for Proposal 16-0439-C to obtain suppliers to provide Social Work, Speech-Language Pathology, Physical Therapy, Occupational Therapy and Physiological services to students assigned by DPSCD personnel, in accordance with physician orders and the established plan of care. Fourteen proposals were received; CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Maxim Healthcare Services, Therapy Staff, EBS (Educational Based Services), Progressus Therapy, EDU Healthcare, Cumberland Therapy Services, E-Therapy, Stellar Therapy Services, Futures Education, Soliant Health and Chitter Chatter.

The evaluation committee reviewed 14 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected seven suppliers, including CareerStaff Unlimited who, based on their proposal strongly fit the needs of the District.

Contact for Item:

Iranetta Wright, Deputy Superintendent of Schools
(313) 873-7471
Email: iranetta.wright@detroitk12.org

Toni Clover, Interim Executive Director - Office of Specialized Student Services
(313) 873-7740
Email: toni.clover@detroitk12.org

Supporting Documents/Attachments:

Draft of Extension and Original Contract

<p align="center">DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT</p> <p align="center">Office of Procurement and Logistics Fisher Building, 11th Floor 3011 W. Grand Blvd. Detroit, MI 48202</p>	<p>Section A Contract Cover Page & Signatures</p>	<p>1. Contract No.: 17-0035-C 0001 Amendment No. 1</p>
		<p>2. ITB/RFP No.: 16-0439-C</p>
		<p>3. Contract Title: Specialized Student Services – Social Work, Language, Occupational and Psychological Services</p>
		<p>4. Contract Amount: Not-to-Exceed (NTE) \$540,540.00, for the first contract period and Not to Exceed \$2,162,160.00 with the exercise of the renewal options.</p>
		<p>5. Contract Term: July 1, 2017 through June 30, 2018 with two, one-year options for renewal remaining</p>
<p>6. Supplier Name: Diamond Healthcare Staffing, Inc., a Michigan company Address: 851 Penniman Avenue City/State/Zip: Plymouth, MI 48170 Contact: Kellae Shropshire Telephone: 248-412-0139 Fax: 248-319-1186</p>		
<p>7. Contract Amendment:</p> <p>History</p> <ol style="list-style-type: none"> The original contract amount is \$540,540.00 Not-to-Exceed (NTE) for the first contract period and Not-to-Exceed \$2,162,160.00 with the exercise of the renewal options. The original contract term is November 1, 2016 through June 30, 2017 with three (3) one year options for renewal. <p>For Action</p> <ol style="list-style-type: none"> Extend the contract term from July1, 2017 through June 30, 2018 with two (2) one year options for renewal remaining. <p>All other original contract terms and conditions remain unchanged.</p>		
<p>8. Signature of Authorized Supplier Representative:</p> <p>_____ Signature</p> <p>_____ Print Name</p> <p>_____ Title</p> <p>_____ Date Signed</p>	<p>9. Signature of DPSCD Representative:</p> <p>_____ Nikolai P. Vitti, Ed.D., Superintendent</p> <p>_____ Date</p>	

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Educational Based Services August 7, 2017

Recommendation:

That the School Board approve (i) a retroactive increase of \$577,613 from the original amount of \$1,371,222 for the period November 1, 2017 to June 30, 2017 and (ii) the exercise of the contract renewal option for the period July 1, 2017 to June 30, 2018 in the amount not to exceed (NTE) \$2,592,135.00 to be paid to Educational Based Services to continue to provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students.

Description and Background:

The Office of Specialized Students Services (OSSS) assesses students to determine eligibility for special education services, provides diagnoses of potential special education needs and makes recommendations for appropriate treatment. The department interprets and explains assessment findings to parents, guardians, school staff, and other Individualized Educational Plan Team (IEPT) members. Further, the department develops and modifies therapy goals, objectives, materials and activities to meet individual student needs. The district is responsible for providing services to 103 district schools, 14 private parochial schools located in Wayne County, 71 non-public head-start centers and Child Find Referrals for early identified learners. For the 2016-2017 school year, the District employed 18 occupational therapists (OT), 13 physical therapists (PT), and 46 speech/language pathologists (SLPs) from contracted vendors. The district did not obtain social workers or psychologists from contracted vendors and was unable to timely meet the needs of all students due to a shortage in service providers.

Gap Analysis:

The district is federally mandated to provide programs and services to eligible students. Child Find requires that those suspected of having special education eligibilities be identified, evaluated and provided special education and/or related services. The district continues to face a shortage of teachers in this area due primarily to resignations and retirements. During the prior three years the district lost staff in the following amounts: 2014-15 - 27 new vacancies created; 2015-16 - 61 new vacancies created, 2016-17 - 27 new vacancies created. This often resulted in a sustained vacancy in the area due to the inability to identify staff to fill the positions on a full-time basis. During that same period, OSSS utilized contracted personnel to provide services as required by a student's IEP. With the current case load of the staff and due to potential vacancies contracted

EBS

August 7, 2017

OSSS staff services are needed as a supplement to district staff to meet the needs of the multiple student populations served. The district will use the 2017-2018 school year to develop a plan to build an internal hiring plan for these positions and also attempt to consolidate the use of multiple vendors for the same function to one, where possible.

With respect to the retroactive amounts, the district acquired necessary services for its students through use of personnel from Educational Based Services. Concurrently, the district seeks to renew its contract with this vendor for the 2017-2018 school year. Failure to remit payment for amounts due for the 2016-2017 school year would result in the vendor refusing to provide additional services for our students and lead to potential legal action.

Previous Outcomes:

For the 2016-2017 school year Educational Based Services provided 27 Speech-Language Pathologists.

Service	Total for 2016-17	Portion by Educational Based Services
SLP-Caseload	5,090	1,404
SLP-Therapy	93,989	4,212
SLP-Assessments/IEPs	4,964	864

Expected Outcomes:

A preliminary review of caseloads indicates there will be an increase in the overall number of students needing services and in the amount of sessions or contact time in specialized services. This need would require additional staff from Educational Based Services to include 22 Speech-Language Pathologists, five Psychologists and six Social Workers as identified in the chart below.

Service	Total Projected for 2017-18	Portion by Educational Based Services
SLP-Caseload	5,599	1,144
SLP-Therapy	103,388	3,432
SLP-Assessments/IEPs	5,460	704
SSW-Caseload	4,400	227
SSW- Therapy	13,222	684
SSW- Assessments/IEPs	936	48
Psych- Assessment/IEPs	2,750	200

Financial Impact:

While the staffing projections are subject to change based on obtaining approved service providers from each agency, the projected increase in contracted costs is due to the addition of

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Educational Based Services August 7, 2017

Recommendation:

That the School Board approve (i) a retroactive increase of \$577,613 from the original amount of \$1,371,222 for the period November 1, 2017 to June 30, 2017 and (ii) the exercise of the contract renewal option for the period July 1, 2017 to June 30, 2018 in the amount not to exceed (NTE) \$2,592,135.00 to be paid to Educational Based Services to continue to provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students.

Description and Background:

The Office of Specialized Students Services (OSSS) assesses students to determine eligibility for special education services, provides diagnoses of potential special education needs and makes recommendations for appropriate treatment. The department interprets and explains assessment findings to parents, guardians, school staff, and other Individualized Educational Plan Team (IEPT) members. Further, the department develops and modifies therapy goals, objectives, materials and activities to meet individual student needs. The district is responsible for providing services to 103 district schools, 14 private parochial schools located in Wayne County, 71 non-public head-start centers and Child Find Referrals for early identified learners. For the 2016-2017 school year, the District employed 18 occupational therapists (OT), 13 physical therapists (PT), and 46 speech/language pathologists (SLPs) from contracted vendors. The district did not obtain social workers or psychologists from contracted vendors and was unable to timely meet the needs of all students due to a shortage in service providers.

Gap Analysis:

The district is federally mandated to provide programs and services to eligible students. Child Find requires that those suspected of having special education eligibilities be identified, evaluated and provided special education and/or related services. The district continues to face a shortage of teachers in this area due primarily to resignations and retirements. During the prior three years the district lost staff in the following amounts: 2014-15 - 27 new vacancies created; 2015-16 - 61 new vacancies created, 2016-17 - 27 new vacancies created. This often resulted in a sustained vacancy in the area due to the inability to identify staff to fill the positions on a full-time basis. During that same period, OSSS utilized contracted personnel to provide services as required by a student's IEP. With the current case load of the staff and due to potential vacancies contracted

EBS

August 7, 2017

OSSS staff services are needed as a supplement to district staff to meet the needs of the multiple student populations served. The district will use the 2017-2018 school year to develop a plan to build an internal hiring plan for these positions and also attempt to consolidate the use of multiple vendors for the same function to one, where possible.

With respect to the retroactive amounts, the district acquired necessary services for its students through use of personnel from Educational Based Services. Concurrently, the district seeks to renew its contract with this vendor for the 2017-2018 school year. Failure to remit payment for amounts due for the 2016-2017 school year would result in the vendor refusing to provide additional services for our students and lead to potential legal action.

Previous Outcomes:

For the 2016-2017 school year Educational Based Services provided 27 Speech-Language Pathologists.

Service	Total for 2016-17	Portion by Educational Based Services
SLP-Caseload	5,090	1,404
SLP-Therapy	93,989	4,212
SLP-Assessments/IEPs	4,964	864

Expected Outcomes:

A preliminary review of caseloads indicates there will be an increase in the overall number of students needing services and in the amount of sessions or contact time in specialized services. This need would require additional staff from Educational Based Services to include 22 Speech-Language Pathologists, five Psychologists and six Social Workers as identified in the chart below.

Service	Total Projected for 2017-18	Portion by Educational Based Services
SLP-Caseload	5,599	1,144
SLP-Therapy	103,388	3,432
SLP-Assessments/IEPs	5,460	704
SSW-Caseload	4,400	227
SSW- Therapy	13,222	684
SSW- Assessments/IEPs	936	48
Psych- Assessment/IEPs	2,750	200

Financial Impact:

While the staffing projections are subject to change based on obtaining approved service providers from each agency, the projected increase in contracted costs is due to the addition of

EBS
August 7, 2017

personnel and a tiered increase of hourly rates over the life of the current contract.

Service Providers	Rate 2016-2017	Rate 2017-2018	Projected 2017 amount
Speech Pathologist (SLP)	\$56.85	\$57.70	\$1,732,731.00
Psychologists	\$57.70	\$57.70	\$393,802.50
School Social Worker	\$56.85	\$56.85	\$465,601.50
		Total	\$2, 592,135.00

Previous Year Purchase Total: \$1,948,835.00 Current Projected Purchase Total: \$2,592,135.00

The not to exceed total for Educational Based Services contracted services is \$2,592,135 for the FY 2018 and the increase in the cost of contracted services for FY 2017 to \$1,948,835 (increase of 577,613). In order to avoid overages, based on the vendor's ability to meet the district's staffing needs and the lowest possible price, the district reserves the right to shift services between vendors. Therefore, the total listed is the projected contract total.

Funding Source:

Depending on the service provided, funding will be provided through Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds and/or Medicaid.

Bid Process:

The District issued Request for Proposal 16-0439-C to obtain suppliers to provide Social Work, Speech-Language Pathology, Physical Therapy, Occupational Therapy and Physiological services to students assigned by DPSCD personnel, in accordance with physician orders and the established plan of care. Fourteen proposals were received; CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Maxim Healthcare Services, Therapy Staff, EBS (Educational Based Services), Progressus Therapy, EDU Healthcare, Cumberland Therapy Services, E-Therapy, Stellar Therapy Services, Futures Education, Soliant Health and Chitter Chatter.

The evaluation committee reviewed 14 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected seven suppliers, including CareerStaff Unlimited who, based on their proposal strongly fit the needs of the District.

Contact for Item:

Iranetta Wright, Deputy Superintendent of Schools
(313) 873-7471
Email: iranetta.wright@detroitk12.org

Toni Clover, Interim Executive Director - Office of Specialized Student Services

**DETROIT PUBLIC
SCHOOLS COMMUNITY
DISTRICT**

Office of Procurement and Logistics
Fisher Building, 11th Floor
3011 W. Grand Blvd.
Detroit, MI 48202

Section A Contract
Cover Page & Signatures

1. Contract No.: 16-0439-C 0002
Amendment No. 2

2. ITB/RFP No.: 16-0439-C

3. Contract Title:
Specialized Student Services – Social Work,
Language, Occupational and Psychological
Services

4. Contract Amount: Not-to-Exceed (NTE)
\$1,371,222.00 for the first contract period
and Not to Exceed \$5,484,888.00 with the
exercise of the renewal options.

5. Contract Term:
July 1, 2017 through June 30, 2018 with
two, one-year options for renewal remaining

6. **Supplier Name:** EBS (Educational Based Services) Healthcare, Inc., a Pennsylvania company qualified to do business in the state of Michigan

Address: 200 Skiles Blvd

City/State/Zip: West Chester, PA 19382

Contact: John Gumpert

Telephone: 800-578-7906

Fax: 800-887-5852

7. Contract Amendment:

History

1. The original contract amount is \$1,371,222.00 Not-to-Exceed (NTE) for the first contract period and Not-to-Exceed \$5,484,888.00 with the exercise of the renewal options.
2. The original contract term is November 1, 2016 through June 30, 2017 with three (3) one year options for renewal.

First Amendment

3. Amend Section B – Supplier pricing to include pricing for School Social Worker without changing the contract amount.

For Action

4. Extend the contract term from July 1, 2017 through June 30, 2018 with two (2) one year options for renewal remaining.

All other original contract terms and conditions remain unchanged.

**8. Signature of Authorized Supplier
Representative:**

Signature _____

Print Name _____

Title _____

Date Signed _____

9. Signature of DPSCD Representative:

Nikolai P. Vitti, Ed.D., Superintendent

Date _____

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Soliant Healthcare Contract August 7, 2017

Recommendation:

That the School Board approve the extension of the contract with Soliant Healthcare to provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students for the period from July 1, 2017 to June 30, 2018 in the amount not to exceed \$1,459,376.

Description and Background:

The Office of Specialized Students Services (OSSS) assesses students to determine eligibility for special education services, provides diagnoses of potential special education needs and makes recommendations for appropriate treatment. The department interprets and explains assessment findings to parents, guardians, school staff, and other Individualized Educational Plan Team (IEPT) members. Further, the department develops and modifies therapy goals, objectives, materials and activities to meet individual student needs. The district is responsible for providing services to 103 district schools, 14 private parochial schools located in Wayne County, 71 non-public head-start centers and Child Find Referrals for early identified learners. For the 2016-2017 school year, the District employed 18 occupational therapists (OT), 13 physical therapists (PT), and 46 speech/language pathologists (SLPs) from contracted vendors. The district did not obtain social workers or psychologists from contracted vendors and was unable to timely meet the needs of all students due to a shortage in service providers.

Gap Analysis:

The district is federally mandated to provide programs and services to eligible students. Child Find requires that those suspected of having special education eligibilities be identified, evaluated and provided special education and/or related services. The district continues to face a shortage of teachers in this area due primarily to resignations and retirements. During the prior three years the district lost staff in the following amounts: 2014-15 - 27 new vacancies created; 2015-16 - 61 new vacancies created, 2016-17 - 27 new vacancies created. This often resulted in a sustained vacancy in the area due to the inability to identify staff to fill the positions on a full-time basis. During that same period, OSSS utilized contracted personnel to provide services as required by a student's IEP. With the current case load of the staff and due to potential vacancies contracted OSSS staff services are needed as a supplement to district staff to meet the needs of the multiple student populations served. The district will use the 2017-2018 school year to develop a plan to build an internal hiring plan for these positions and also attempt to consolidate

Soliant Healthcare
August 7, 2017

the use of multiple vendors for the same function to one, where possible.

Previous Outcomes:

For the 2016-2017 Soliant Healthcare provided one Speech-Language Pathologist.

Service	Total for 2016-17	Portion for Soliant Healthcare
SLP-Caseload	5,090	52
SLP-Therapy	93,989	156
SLP-Assessments/IEPs	4,964	32

Expected Outcomes:

A preliminary review of caseloads indicates there will be an increase in the overall number of students needing services and in the amount of sessions or contact time in specialized services. This need would require additional staff from Soliant Healthcare to include five Speech-Language Pathologists, two Occupational Therapists, five Psychologists and five Social Workers as identified in the chart below.

Service	Total Projected for 2017-18	Portion for Soliant Healthcare
SLP-Caseload	5,599	260
SLP-Therapy	103,388	780
SLP-Assessments/IEPs	5,460	160
SSW-Caseload	4,400	189
SSW- Therapy	13,222	570
SSW-Assessments/IEPs	936	40
Psych-Assessment/IEPs	2,750	200
OT-Caseload	1,939	117
OT-Therapy	38,330	1,785
OT-Assessments/IEPs	477	32

Financial Impact:

While the staffing projections are subject to change based on obtaining approved service providers from each agency, the projected increase in contracted costs is due to the addition of personnel and a tiered increase of hourly rates over the life of the current contract.

Soliant Healthcare
August 7, 2017

Service Providers	Rate 2016-2017	Rate 2017-2018	Projected 2017 amount
Speech Pathologist (SLP)	\$63.86	\$63.86	\$435,844.50
Psychologists	\$66.95	\$66.95	\$456,933.75
School Social Worker	\$56.95	\$56.65	\$386,636.25
Occupational Therapist	\$65.92	\$65.92	\$179,961.60
		Total	\$1,459,376.10

Previous Year Purchase Total: \$483,135.00. Current Projected Purchase Total: \$1,459,376.00

The not to exceed total for Soliant Healthcare contracted services is \$1,459,376.00 for the FY 2018. Based on the vendor’s ability to meet the district’s staffing needs and the lowest possible price, the district reserves the right to shift services between vendors. Therefore, the total listed is the projected contract total.

Funding Source:

Depending on the service provided, funding will be provided through Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds and/or Medicaid.

Bid Process:

The District issued Request for Proposal 16-0439-C to obtain suppliers to provide Social Work, Speech-Language Pathology, Physical Therapy, Occupational Therapy and Physiological services to students assigned by DPSCD personnel, in accordance with physician orders and the established plan of care. Fourteen proposals were received; CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Maxim Healthcare Services, Therapy Staff, EBS (Educational Based Services), Progressus Therapy, EDU Healthcare, Cumberland Therapy Services, E-Therapy, Stellar Therapy Services, Futures Education, Soliant Health and Chitter Chatter.

The evaluation committee reviewed 14 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected seven suppliers, including CareerStaff Unlimited who, based on their proposal strongly fit the needs of the District.

Contact for Item:

Iranetta Wright, Deputy Superintendent of Schools
 (313) 873-7471
 Email: iranetta.wright@detroitk12.org

Toni Clover, Interim Executive Director - Office of Specialized Student Services
 (313) 873-7740
 Email: toni.clover@detroitk12.org

<p align="center">DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT</p> <p align="center">Office of Procurement and Logistics Fisher Building, 11th Floor 3011 W. Grand Blvd. Detroit, MI 48202</p>	<p align="center">Section A Contract Cover Page & Signatures</p>	<p>1. Contract No.: 17-0036-C 0001 Amendment No. 1</p>
		<p>2. ITB/RFP No.: 16-0439-C</p>
		<p>3. Contract Title: Specialized Student Services – Social Work, Language, Occupational and Psychological Services</p>
		<p>4. Contract Amount: Not-to-Exceed (NTE) \$483,135.00, for the first contract period and Not to Exceed \$1,932,540.00 with the exercise of the renewal options.</p>
		<p>5. Contract Term: July 1, 2017 through June 30, 2018 with two, one-year options for renewal remaining</p>
<p>6. Supplier Name: Soliant Health, Inc., a Georgia Corporation, authorized to do business in the State of Michigan. Address: 1979 Lakeside Parkway, Suite 800 City/State/Zip: Tucker, GA 30084 Contact: Dwayne Dixon Telephone: 770-325-0309 Fax: 770-908-2113</p>		
<p>7. Contract Amendment:</p> <p>History</p> <ol style="list-style-type: none"> The original contract amount is \$483,135.00 Not-to-Exceed (NTE) for the first contract period and Not-to-Exceed \$1,932,540.00 with the exercise of the renewal options. The original contract term is November 1, 2016 through June 30, 2017 with three (3) one year options for renewal. <p>For Action</p> <ol style="list-style-type: none"> Extend the contract term from July 1, 2017 through June 30, 2018 with two (2) one year options for renewal remaining. <p>All other original contract terms and conditions remain unchanged.</p>		
<p>8. Signature of Authorized Supplier Representative:</p> <p>_____</p> <p>Signature</p> <p>_____</p> <p>Print Name</p> <p>_____</p> <p>Title</p> <p>Date Signed _____</p>	<p>9. Signature of DPSCD Representative:</p> <p>_____</p> <p>Nikolai P. Vitti, Ed.D., Superintendent Date</p> <p>_____</p>	

RECEIVED

Procurement & Logistics Contract Review and Approval Form

OCT 11 2016

OFFICE OF
THE GENERAL COUNSEL

Please review the following contract and indicate that it has been reviewed by your department by signing in the appropriate space below.

Supplier	Contract Title	Contract Number	Contract Amount
Soliant Health, Inc.	Specialized Student Services	17-0036-C	\$483,135.00

Business Unit

Review and Approval

10/4/16

Form Received

[Signature]
Signature and Date 10/4/16

10/6/16

Form Returned

DeAnn Mack, Director CPIS

Name and Title Dyan Hampton - Aytch - Interim Director CPIS

Risk Management

Review and Approval

10-10-16

Form Received

[Signature]
Signature and Date

10-11-16

Form Returned

DOUGLAS GAVREK

Name and Title Dir Risk Mgt.

General Counsel

Review and Approval

Form Received

[Signature]
Signature and Date

10/11/16

Form Returned

Carl Reddy
Name and Title Dep General

Procurement and Logistics

Review and Approval

Form Received

[Signature]
Signature and Date 10/26/16

Form Returned

Deborah A. Benson
Name and Title Ex. Director of Finance

Upon review, please return to Julie Yelick 313.873.6462 in the Office of Procurement and Logistics, thank you.

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Therapy Staff Unlimited, LLC August 7, 2017

Recommendation:

That the School Board approve the extension of the contract with Therapy Staff Unlimited, LLC to provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students for the period from July 1, 2017 to June 30, 2018 in the amount not to exceed \$1,979,523.

Description and Background:

The Office of Specialized Students Services (OSSS) assesses students to determine eligibility for special education services, provides diagnoses of potential special education needs and makes recommendations for appropriate treatment. The department interprets and explains assessment findings to parents, guardians, school staff, and other Individualized Educational Plan Team (IEPT) members. Further, the department develops and modifies therapy goals, objectives, materials and activities to meet individual student needs. The district is responsible for providing services to 103 district schools, 14 private parochial schools located in Wayne County, 71 non-public head-start centers and Child Find Referrals for early identified learners. For the 2016-2017 school year, the District employed 18 occupational therapists (OT), 13 physical therapists (PT), and 46 speech/language pathologists (SLPs) from contracted vendors. The district did not obtain social workers or psychologists from contracted vendors and was unable to timely meet the needs of all students due to a shortage in service providers.

Gap Analysis:

The district is federally mandated to provide programs and services to eligible students. Child Find requires that those suspected of having special education eligibilities be identified, evaluated and provided special education and/or related services. The district continues to face a shortage of teachers in this area due primarily to resignations and retirements. During the prior three years the district lost staff in the following amounts: 2014-15 - 27 new vacancies created; 2015-16 - 61 new vacancies created, 2016-17 - 27 new vacancies created. This often resulted in a sustained vacancy in the area due to the inability to identify staff to fill the positions on a full-time basis. During that same period, OSSS utilized contracted personnel to provide services as required by a student's IEP. With the current case load of the staff and due to potential vacancies contracted OSSS staff services are needed as a supplement to district staff to meet the needs of the multiple student populations served. The district will use the 2017-2018 school year to develop a plan to

Therapy Staff Unlimited, LLC
August 7, 2017

build an internal hiring plan for these positions and also attempt to consolidate the use of multiple vendors for the same function to one, where possible.

Previous Outcomes:

For the 2016-2017 school year Therapy Staff Unlimited provided 12 Speech-Language Pathologists, seven Occupational Therapists, and three Physical Therapists.

Service	Total for 2016-17	Portion by Therapy Staff Unlimited
SLP-Caseload	5,090	639
SLP-Therapy	93,989	1,932
SLP-Assessments/IEPs	4,964	467
OT-Caseload	1,767	500
OT-Therapy	37,022	9,782
OT-Assessments/IEPs	413	58
PT-Caseload	434	150
PT-Therapy	8,496	3,004
PT-Assessment/IEPs	148	14

Expected Outcomes:

A preliminary review of caseloads indicates there will be an increase in the overall number of students needing services and in the amount of sessions or contact time in specialized services. This need would require additional staff from Therapy Staff Unlimited to include 11 Speech-Language Pathologists, seven Occupational Therapists, four Physical Therapists, one Psychologist and one Social Worker as identified in the chart below.

Service	Total Projected for 2017-18	Portion by Therapy Staff Unlimited
SLP-Caseload	5,599	572
SLP-Therapy	103,388	1,716
SLP-Assessments/IEPs	5,460	352
SSW-Caseload	4,400	39
SSW- Therapy	13,222	114
SSW-Assessments/IEPs	936	10
Psych-Assessment/IEPs	2,750	50
OT-Caseload	1,939	530
OT-Therapy	38,330	9,880
OT-Assessments/IEPs	477	65
PT-Caseload	454	150
PT-Therapy	8,585	3,000

Therapy Staff Unlimited, LLC
August 7, 2017

PT-Assessment/IEPs	156	14
--------------------	-----	----

Financial Impact:

While the staffing projections are subject to change based on obtaining approved service providers from each agency, the projected increase in contracted costs is due to the addition of personnel and a tiered increase of hourly rates over the life of the current contract.

Service Providers	Rate 2016-2017	Rate 2017-2018	Projected 2017 amount
Speech Pathologist (SLP)	\$62	\$62	\$930,930.00
Psychologists	\$59.85	\$59.86	\$81,695.35
School Social Worker	\$50	\$50	\$68,250.00
Occupational Therapist	\$59.85	\$59.85	\$571,866.75
Physical Therapist	\$59.85	\$59.85	\$326,781.00
		Total	\$1,979,523.10

Previous Year Purchase Total: \$1,695,141.00. Current Projected Purchase Total: \$1,979,523.10

The not to exceed total for Therapy Staff Unlimited, LLC contracted services is \$1,979,523.10 for the FY 2018. Based on the vendor’s ability to meet the district’s staffing needs and the lowest possible price, the district reserves the right to shift services between vendors. Therefore, the total listed is the projected contract total

Funding Source:

Depending on the service provided, funding will be provided through Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds and/or Medicaid.

Bid Process:

The District issued Request for Proposal 16-0439-C to obtain suppliers to provide Social Work, Speech-Language Pathology, Physical Therapy, Occupational Therapy and Physiological services to students assigned by DPSCD personnel, in accordance with physician orders and the established plan of care. Fourteen proposals were received; CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Maxim Healthcare Services, Therapy Staff, EBS (Educational Based Services), Progressus Therapy, EDU Healthcare, Cumberland Therapy Services, E-Therapy, Stellar Therapy Services, Futures Education, Soliant Health and Chitter Chatter.

The evaluation committee reviewed 14 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected seven suppliers, including CareerStaff Unlimited who, based on their proposal strongly fit the needs of the District.

Therapy Staff Unlimited, LLC
August 7, 2017

Contact for Item:

Iranetta Wright, Deputy Superintendent of Schools
(313) 873-7471
Email: iranetta.wright@detroitk12.org

Toni Clover, Interim Executive Director - Office of Specialized Student Services
(313) 873-7740
Email: toni.clover@detroitk12.org

Supporting Documents/Attachments:

Draft of Extension and Original Contract

**DETROIT PUBLIC SCHOOLS
COMMUNITY DISTRICT**

Office of Procurement and Logistics
Fisher Building, 11th Floor
3011 W. Grand Blvd.
Detroit, MI 48202

Section A Contract Cover
Page & Signatures

**1. Contract No.: 17-0033-C 0002
Amendment No. 2**

2. ITB/RFP No.: 16-0439-C

3. Contract Title:
Specialized Student Services – Social
Work, Language, Occupational and
Psychological Services

**4. Contract Amount: Not-to-Exceed
(NTE) \$1,695,141.00 for the first
contract period and Not to Exceed
\$6,780,564.00 with the exercise of the
renewal options.**

**5. Contract Term: July 1, 2017 through
June 30, 2018 with two, one-year options
for renewal remaining.**

6. Supplier Name: Therapy Staff, LLC a Delaware Corporation, authorized to do business in the State of Michigan.
Address: 801 W. Ann Arbor Trail, Suite 200
City/State/Zip: Plymouth, MI 48170
Contact: Angelia Sorenson **Telephone:** 734-354-8000 **Fax:** 248-247-2996

7. Contract Amendment:

History

1. The original contract amount is \$1,695,141.00 Not-to-Exceed (NTE) for the first contract period and Not-to-Exceed \$6,780,564.00 with the exercise of the renewal options.
2. The original contract term is November 1, 2016 through June 30, 2017 with three (3) one year options for renewal.

First Amendment

3. Amend Section B – Supplier Pricing to include pricing for School Social Worker without changing the contract amount.

For Action

4. Extend the contract term from July1, 2017 through June 30, 2018 with two (2) one year options for renewal remaining.

All other original contract terms and conditions remain unchanged.

**8. Signature of Authorized Supplier
Representative:**

Signature

Print Name

Title

Date Signed

9. Signature of DPSCD Representative:

Nikolai P. Vitti, Ed.D., Superintendent **Date**

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Contracted Nursing Staff Contracts (2017-2018) August 7, 2017

Recommendation:

That the School Board approve the renewal of contracts for nursing and medical assistant services in schools and during student transport not to exceed (NTE) \$3,843,818. These services will be provided by the following vendors and the projected total per vendor is set forth below:

1. Around the Clock (ATC) Healthcare Services	\$253,890
2. CareerStaff Unlimited	\$2,897,878
3. Elite Medical Staffing	\$271,980
4. RCM Healthcare Services	\$474,070

Description and Background:

The district contracts with vendors to supplement the medical services being provided to students. The district receives medical orders from physicians regarding care of students with medical conditions. The district currently employs eighteen Registered Nurses who provide services as required by students' Individualized Education Plans (IEP) and/or 504 plans. Eight are assigned to individual schools; One is assigned to service the Early Intervention Diagnostic Center, and Nine are assigned as Outreach Nurses who cover the remaining schools on an as needed basis, through direct provision of services as well as training and oversight of contracted medical and non-medical staff.

Gap Analysis:

Contracted nursing services were needed as a supplement to district nursing staff to provide medication management and school health service needs. In addition to the needs of special education students, 38 general education schools were staffed with medical personnel to administer physician ordered routine nursing care. In the 2016-2017 fiscal year, there were 417 students with IEPs and 504 plans which included nursing services and an additional 259 students were on nursing caseloads in the center based programs. Nursing staff provides emergency care for acute illness and injuries during the school day. In addition, district Outreach Nurses are required to attend meetings related to establishment and development of care plans. In total, the district is expected to utilize 48 contracted nursing staff members. The 2017-2018 school

Contracted Nursing Staff Contracts (2017-2018)

Date: August 7, 2017

year will be used to analyze nursing contract to streamline contracted services and to develop a long-term plan to hire district-employed nurses.

Previous Outcomes:

All district schools received legally required nursing services. In addition, the district's six center-based schools were staffed at appropriate levels to meet the physician ordered nursing care needs of their students. Students with medical needs or classified as medically fragile were able to participate in school field trips because sufficient nursing staff was available to travel with students.

Expected Outcomes:

Contracted nursing staff will utilize nursing principles to administer medications, provide direct care to students with various medical conditions in the school setting and perform basic preventative and therapeutic nursing procedures as ordered by the physician and/or delegated by the district's Registered Nurse, ensuring district students receive safe and appropriate required services.

Financial Impact:

Vendor	Projected Amounts
Around the Clock (ATC) Healthcare Services	\$253,890
CareerStaff Unlimited	\$2,897,878
Elite Medical Staffing	\$217,980
RCM Healthcare Services	\$474,070
TOTAL NTE FOR CONTRACTED SERVICES	\$3,843,818

Rates per hour:

Vendor	Registered Nurses (RNs)	Licensed Practical Nurses (LPNs)	Medical Assistants (MAs)
ATC Healthcare	\$41.00	\$31.00	\$22.00
Career Staff Unlimited	\$40.00	\$31.50	\$17.75
Elite Medical Staffing	\$38.50	\$29.25	\$18.75
RCM Healthcare	\$40.90	\$31.00	\$22.90

The combined not to exceed total for these services is \$3,843,818 for FY 2018. Based on the each of the four (4) listed vendor's ability to meet the district's staffing needs and the lowest possible price, the district reserves the right to shift services between these vendors. Therefore, the total listed is the projected total per contract but the total cost of nursing services will not exceed \$3,843,818.

Contracted Nursing Staff Contracts (2017-2018)

Date: August 7, 2017

Funding Source:

1. Nursing Services On-Site: (allocation varies depending on services provided) Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds and/or Medicaid.
2. Nursing Services During Transport: 29.58% General Funds; 70.42% Special Education State Aid Funds.

Bid Process:

The District issued Request for Proposal 16-0438-C in 2016 to obtain suppliers that could provide personal and skilled nursing services to students assigned by district personnel, in accordance with physician orders and established plans of care. Eight proposals were received; Around the Clock (ATC) Healthcare Services, CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Elite Medical Staffing, Maxim Healthcare Services, RCM Health Care Services and Therapy Staff.

The evaluation committee reviewed 8 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected the four suppliers, who based on their proposals, strongly fit the needs of the District.

Contact for Item:

Iranetta Wright, Deputy Superintendent of Schools
(313) 873-7471
Email: iranetta.wright@detroitk12.org

Toni Clover, Interim Executive Director - Office of Specialized Student Services
(313) 873-7740
Email: toni.clover@detroitk12.org

Supporting Documents/Attachments:

Draft of Extension and Original Contract

<p align="center">DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT</p> <p align="center">Office of Procurement and Logistics Fisher Building, 11th Floor 3011 W. Grand Blvd. Detroit, MI 48202</p>	<p>Section A Contract Cover Page & Signatures</p>	<p>1. Contract No.: 17-0027-C 0001 Amendment No. 1</p>
		<p>2. ITB/RFP No.: 16-0438-C</p>
		<p>3. Contract Title: Nursing Services</p>
		<p>4. Contract Amount: Not-to-Exceed (NTE) \$217,980.00 for the first contract period and Not to Exceed \$871,920.00 with the exercise of the renewal options.</p>
		<p>5. Contract Term: July 1, 2017 through June 30, 2018 with two, one year options for renewal remaining.</p>
<p>6. Supplier Name: A Quality Staffing dba Elite Medical Staffing, a Delaware Corporation licensed to do business in Michigan</p> <p>Address: 44450 Pinetree, Suite 203</p> <p>City/State/Zip: Plymouth, MI 48170</p> <p>Contact: Denise Cook Telephone: 734.207.8316 Fax: 866.222.9966</p>		
<p>7. Contract Amendment:</p> <p>History</p> <ol style="list-style-type: none"> The original contract amount is \$217,980.00 Not-to-Exceed (NTE) for the first contract period and Not-to-Exceed \$871,920.00 with the exercise of the renewal options. The original contract term is November 1, 2016 through June 30, 2017 with three (3) one year options for renewal <p>For Action</p> <ol style="list-style-type: none"> Extend the contract term from July 1, 2017 through June 30, 2018 with two (2) one year options for renewal remaining. <p>All other original contract terms and conditions remain unchanged.</p>		
<p>8. Signature of Authorized Supplier Representative:</p> <hr/> <p>Signature</p> <hr/> <p>Print Name</p> <hr/> <p>Title</p> <hr/> <p>Date Signed _____</p>	<p>9. Signature of DPSCD Representatives:</p> <hr/> <p>Nikolai P. Vitti, Ed.D., Superintendent Date</p> <hr/>	

SECTION B SUPPLIER PRICING

Supplier shall provide necessary labor, material, equipment, transportation, and supervision for contracted products services. Nursing staff are expected to adhere to and document the bell schedule for their assigned school on their timesheets unless they have received approval for time outside of the bell schedule from the Principal in conjunction with the Program Supervisor. Thirty minute unpaid lunch is included in an eight hour day.

The District will pay the Supplier for the number of contracted nursing staff provided for the number of hours worked at the applicable rates set forth below. The District will determine the number of nurses needed and, subject to the terms of Section I.13 and I.20 of this Contract, will work with Supplier to reasonably agree on specific school assignments of the applicable staff. There is no guarantee that any nursing personnel will obtain a specific assignment or that the assignment will last for the duration of the school year. The District reserves the right to utilize as few (including none) or many nursing staff under this Contract as it determines in its sole discretion.

PRICING

November 1, 2016 – June 30, 2017

	Service Description	Unit of Measure	Price per Unit
	Registered Nurse	Hour	\$38.50
	Licensed Practical Nurse	Hour	\$29.25
	Medical Assistant	Hour	\$18.75

Option Year 1: July 1, 2017 – June 30, 2018

	Service Description	Unit of Measure	Price per Unit
	Registered Nurse	Hour	\$38.50
	Licensed Practical Nurse	Hour	\$29.25
	Medical Assistant	Hour	\$18.75

Option Year 2: July 1, 2018 – June 30, 2019

	Service Description	Unit of Measure	Price per Unit
	Registered Nurse	Hour	\$38.50
	Licensed Practical Nurse	Hour	\$29.25
	Medical Assistant	Hour	\$18.75

Option Year 3: July 1, 2019 – June 30, 2020

	Service Description	Unit of Measure	Price per Unit
	Registered Nurse	Hour	\$38.50
	Licensed Practical Nurse	Hour	\$29.25
	Medical Assistant	Hour	\$18.75

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Contracted Nursing Services (2016-2017) August 7, 2017

Recommendation:

That the School Board retroactively approve increases to contracts for nursing and medical assistant services in schools and during student transport for (i) Around the Clock (ATC) Healthcare Services: \$30,000 increase from \$253,890 to \$283,890 and (ii) Elite Medical Staffing: \$95,000 increase from \$217,980 to \$312,980 due to reallocation of nursing services among district-approved vendors due to vendor capacity.

Description and Background:

The district contracts with four (4) vendors to supplement the medical services being provided to students by district medical personnel. For the 2016-2017 school year, the district set certain not to exceed amounts for each of these vendors. Based on the each of the four (4) vendor's ability to meet the district's staffing needs and the lowest possible price, the district, at times shifted services between vendors. At the close of the school year, it was discovered that this shifting created overages in two of the four vendor contracts.

Gap Analysis:

The district acquired necessary medical services for its students through use of personnel from the two vendors listed above. Concurrently, the district seeks to extend contracts with these vendors for the 2017-2018 school year. Failure to remit payment would result in the vendor refusing to provide necessary nursing services for our students and potential legal action.

Previous Outcomes:

All district schools received legally required nursing services. In addition, the district's six center-based schools were staffed at appropriate levels to meet the physician ordered nursing care needs of their students. Students with medical needs or classified as medically fragile were able to participate in school field trips because sufficient nursing staff was available to travel with students.

Expected Outcomes:

The district will continue to provide all legally required nursing services. In addition, for the 2017-2018 school year, the district seeks approval of a combined not to exceed total for contracted

Contracted Nursing Services (2016-2017) Retroactive Approval

Date: August 7, 2017

nursing services. This will allow the district to shift the total amount between vendors based on each vendor's ability to meet the district's staffing needs and the lowest possible price.

Financial Impact:

The district will pay a total of \$125,000 for services provided.

Funding Source:

1. Nursing Services On-Site: (allocation varies depending on services provided Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds and/or Medicaid.
2. Nursing Services During Transport: 29.58% General Funds; 70.42% Special Education State Aid Funds.

Bid Process:

The District issued Request for Proposal 16-0438-C in 2016 to obtain suppliers that could provide personal and skilled nursing services to students assigned by district personnel, in accordance with physician orders and established plans of care. Eight proposals were received; Around the Clock (ATC) Healthcare Services, CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Elite Medical Staffing, Maxim Healthcare Services, RCM Health Care Services and Therapy Staff.

The evaluation committee reviewed 8 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected the four suppliers, who based on their proposals, strongly fit the needs of the District.

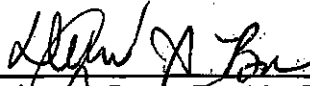


Contact for Item:

Iranetta Wright, Deputy Superintendent of Schools
(313) 873-7471
Email: iranetta.wright@detroitk12.org

Toni Clover, Interim Executive Director - Office of Specialized Student Services
(313) 873-7740
Email: toni.clover@detroitk12.org

Supporting Documents/Attachments:

Draft of Extension and Original Contract

<p>DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT</p> <p>Office of Procurement and Logistics Fisher Building, 11th Floor 3011 W. Grand Blvd. Detroit, MI 48202</p>	<p>Section A Contract Cover Page & Signatures</p>	<p>1. Contract No.: 17-0026-C</p> <hr/> <p>2. ITB/RFP No.: 16-0438-C</p> <hr/> <p>3. Contract Title: Nursing Services</p> <hr/> <p>4. Contract Amount: Not-to-Exceed (NTE) \$253,890.00 for the first contract period and Not to Exceed \$1,015,560.00 with the exercise of the renewal options.</p> <hr/> <p>5. Contract Term: November 1, 2016 through June 30, 2017 with Three, one-year Options for renewal</p>
<p>6. Supplier Name: ATC Healthcare Services, Inc., a Georgia Corporation licensed to do business in Michigan</p> <p style="padding-left: 40px;">Address: 217 E. Main Street</p> <p style="padding-left: 40px;">City/State/Zip: Midland, MI 48640</p> <p style="padding-left: 40px;">Contact: Wendy White Telephone: 989.839.2311 Fax: 1.800.336.0596</p>		
<p>7. Contract Table of Contents:</p> <p style="padding-left: 40px;">Section A: Contract Cover Page & Signatures</p> <p style="padding-left: 40px;">Section B: Supplier Pricing</p> <p style="padding-left: 40px;">Section C: Scope of Work / Services</p> <p style="padding-left: 40px;">Section D: Packaging & Marking</p> <p style="padding-left: 40px;">Section E: Inspection and Acceptance</p> <p style="padding-left: 40px;">Section F: Deliveries or Performance</p> <p style="padding-left: 40px;">Section G: Contract Administration Data</p> <p style="padding-left: 40px;">Section H: Special Contract Requirements</p> <p style="padding-left: 40px;">Section I: General Contract Clauses</p>		
<p>8. Signature of Authorized Supplier Representative:</p> <p>DocuSigned by: <i>David Savitsky</i></p> <hr/> <p>Signature <small>BEAFCASE...</small></p> <p>David Savitsky</p> <hr/> <p>Print Name</p> <p>CEO</p> <hr/> <p>Title</p> <hr/> <p>Date Signed 11/15/2016</p>	<p>9. Signature of DPSCD Representatives:</p> <div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="text-align: center;">  Delores A. Brown, Executive Director </div> <div style="text-align: right;"> 11/16/16 Date </div> </div> <hr/> <div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="text-align: center;">  Marios Demetriou Deputy Superintendent of Finance and Operations </div> <div style="text-align: right;"> 11-17-16 Date </div> </div> <hr/> <div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="text-align: center;">  Steven Rhodes, Transition Manager </div> <div style="text-align: right;"> 11/28/16 Date </div> </div>	

**SECTION B
SUPPLIER PRICING**

Supplier shall provide necessary labor, material, equipment, transportation, and supervision for contracted products services. Nursing staff are expected to adhere to and document the bell schedule for their assigned school on their timesheets unless they have received approval for time outside of the bell schedule from the Principal in conjunction with the Program Supervisor. Thirty minute unpaid lunch is included in an eight hour day.

The District will pay the Supplier for the number of contracted nursing staff provided for the number of hours worked at the applicable rates set forth below. The District will determine the number of nurses needed and, subject to the terms of Section I.13 and I.20 of this Contract, will work with Supplier to reasonably agree on specific school assignments of the applicable staff. There is no guarantee that any nursing personnel will obtain a specific assignment or that the assignment will last for the duration of the school year. The District reserves the right to utilize as few (including none) or many nursing staff under this Contract as it determines in its sole discretion.

PRICING

November 1, 2016 – June 30, 2017

	Service Description	Unit of Measure	Price per Unit
	Registered Nurse	Hour	41.00
	Licensed Practical Nurse	Hour	31.00
	Medical Assistant	Hour	22.00

Option Year 1: July 1, 2017 – June 30, 2018

	Service Description	Unit of Measure	Price per Unit
	Registered Nurse	Hour	41.00
	Licensed Practical Nurse	Hour	31.00
	Medical Assistant	Hour	22.00

Option Year 2: July 1, 2018 – June 30, 2019

	Service Description	Unit of Measure	Price per Unit
	Registered Nurse	Hour	41.00
	Licensed Practical Nurse	Hour	31.00
	Medical Assistant	Hour	22.00

Option Year 3: July 1, 2019 – June 30, 2020

	Service Description	Unit of Measure	Price per Unit
	Registered Nurse	Hour	41.00
	Licensed Practical Nurse	Hour	31.00
	Medical Assistant	Hour	22.00

**SECTION C
SCOPE OF WORK/ SERVICE**

NURSING SERVICES

General Summary:

Under the general supervision of the Detroit Public Schools Community District (DPSCD) administration, DPSCD clinical staff, and the contract agency's clinical leadership, the contract RN / LPN / CMA will:

- Utilize nursing principles to provide direct care to students with varying diagnoses during transport on the bus and in the school setting,
- Interact with school staff, (administrators, teachers, parents and support personnel), as necessary, to support the safety, health and well-being of students,
- Perform basic preventative and therapeutic nursing procedures,
- Maintain adult and child CPR and First Aid certifications
- Contractor must ensure that DPSCD has current copies of licenses and CPR certifications for their files.

Principal Duties and Responsibilities:

Provides personal and skilled nursing care to students assigned by DPSCD personnel, in accordance with physician orders and the established plan of care. Identifies factors affecting the students' health care, (physical, mental, emotional, environmental and social), as related to nursing diagnosis.

1. Accompany up to three students to and from school on specialized buses.
 - Arrive at the terminal for assigned route.
 - Sign in and out as directed by DPSCD administration. Compensation will cover the hours posted for the route. It will not be increased with early sign-ins.
 - Determine if the bus is suitable for transporting medically fragile students. Some examples are: maintaining a proper level of heat or air conditioned; being able to operate radios and cell phone in case of emergency, exercising caution with regard to fumes and other malfunctions, etc...). These students are to be transported on the buses purchased especially for medically fragile students. If the bus is not suitably heated/cooled, the driver may need to return to the terminal.

- Provide support and safety for wheelchair bound students by holding on to the wheelchair handles until the driver re-enters the bus.
 - The bus driver is responsible for operating the hydraulic lift for wheelchair-bound students. The nurse is responsible for observing the driver during anchoring of the wheelchair.
 - Maintain your own emergency kit, which must include, at a minimum, non-latex gloves, paper towel, plastic bags for disposal, CPR shield and a disposable ambu bag that is adaptable for trach and face.
 - Assess the respiratory, cardiac, mobility and safety of the student when the student boards the bus.
 - Call parent(s) or guardian(s) for late or cancelled buses.
 - If assigned to a school, remain at that school with designated students.
 - If not assigned to a school, release the student(s) to a nurse or other designated staff at the school.
 - Accompany student(s) from school to home (s) and then return to the terminal on the school bus at the end of the day.
 - The following procedures will be followed if a medically fragile student cannot be transported home from school:
 - If the nurse is a contract agency RN assigned only to this student, then this nurse will remain with the student.
 - If the nurse is a contract agency LPN/CMA assigned only to this student, then the DPSCD RN will remain with the LPN /CMA until the student is able to be transported.
 - If the contract agency nurse, (RN / LPN/CMA) has other students on the route, then the contract nurse and/ or CMA will accompany those students, and the in school RN will remain at the school with the student experiencing the emergency.
 - If a medically fragile student cannot be delivered home within 30 minutes of the scheduled drop-off time, then the nurse will request the bus driver to call the terminal for disposition, however, the terminal must be contacted sooner if the nurse's assessment determines that they cannot wait up to 30 minutes. The nurse may instruct the driver to take the student to the Safety Net Program at the West Side Terminal, or call 911 to transport the student to a hospital emergency department. The nurse will remain with the student. If necessary, contact with Protective Services will be made by DPSCD personnel.
2. Assess the status of each student daily. Correlate the assessment areas (respiratory, cardiac, mobility, safety, etc.) to the student's diagnosis.
 3. In school, work under the direction of the DPSCD registered nurse.
 4. Check equipment daily for proper functioning and accurate reading. If basic equipment is not present and operable at the beginning of the run, do not accept the student. Every student with a tracheotomy must have a trach care kit, portable suction machine, trach tube and suction catheter. For one-to-one students, the transport nurse will plug in all batteries as soon as the students arrive at school. For students who are not one-to-one with the transport nurse, DPSCD nurses will perform this function.
 5. Provide first aid in medical emergencies.
 6. Call parent(s) and guardian(s) concerning incidents occurring on the bus or in school while student is

Is still in care. Some examples are: illnesses, injuries, behavior problems, and other specific needs. Complete a notification to parent (s) and guardian(s) form, and a medical fragile transport incident occurrence form.

7. Follow universal precautions and all other sound nursing policies and procedures.
8. Meet documentation requirements:
 - Timely, accurate documentation on appropriate forms.
 - Documentation by 1:1 and transportation nurses must be filed in the nurse's office as it is completed.
 - Medication(s) administered.
 - Treatment(s) performed.
 - Weekly clinical notes submitted on Friday of each week.
 - Additional forms as situation deems necessary.
 - A DPSCD incident report must be submitted to the Nurse Coordinator for any accidents or injuries occurring during hours of service to Detroit Public Schools. If the contract agency requires use of its own form for an incident report; then a copy of this report must also be submitted to the Nurse Coordinator. Incident reports must be submitted within one school day unless there are extenuating circumstances.
 - Maintain updated information for each student, and submit to the agency as required so that a replacement nurse can step in efficiently during your absence.
 - Record and report significant changes concerning a student's condition. Provide input for possible modification of the plan of care.
 - Participate in the IEP process and other responsibilities in the school setting.
9. Provide timely notification of attendance irregularities.
 - Notify administration as far in advance as possible; at least two days' notice is preferred.
 1. Call the contract agency. The agency will assume responsibility to secure a replacement nurse for absences.
 2. Fax written notification of your absence to DPSCD at 313 866-2094 transport nurses and 313 873-8599 for in school nurses.
 - Call the parent(s) or guardian(s) to inform them of the change in staffing.
 - Give a verbal report to the replacement nurse.
10. Nursing staff are expected to adhere to and document the bell schedule for their assigned school on their timesheets unless they have received approval for time outside of the bell schedule from the Principal in conjunction with the Program Supervisor.

Follow the spirit and intent of the DPSCD work rules.

Scope of Nursing Services:

- All procedures that are considered general skilled nursing,
- Communication and interaction with students, parents/guardians, DPSCD employees, transportation and others as appropriate and necessary.
- Commitment to improving every level of internal and external customer satisfaction through active and consistent utilization of quality service principles.
- Care of the student with special medical treatment and/or procedures, including, but not limited to: catheterization, aerosol treatment, tube feeding, vital signs, peak flows, blood sugar monitoring carbohydrate counts, head lice checks, wound care, ostomies, ventilators, suctioning and tracheotomies.

DPSCD reserve the right to request nurses to submit a nursing skills checklist to assess the level of proficiency in providing nursing care to DPSCD students.

----- End of Section C -----

**SECTION D
PACKAGING AND MARKING
(Reserved)**

----- End of Section D -----

**SECTION E
INSPECTION AND ACCEPTANCE**

The Office of Specialized Student Services is the District Technical Representatives and shall perform or designate other persons or entities to perform inspection, acceptance, and quality assurance. Reports and other submissions shall be submitted to:

**Office of Specialized Student Services
Detroit Public Schools
3011 W. Grand Blvd. 9th Floor
Detroit, MI 48202**

----- End of Section E -----