

Detroit Public Schools Community District ("DPSCD")

and

Detroit Federation of Teachers ("DFT")

Tentative Agreement (Package)

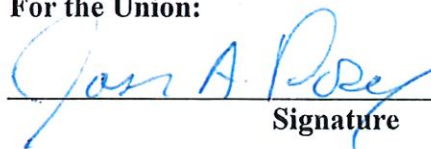
Agreement for July 1, 2026 – June 30, 2028

The parties hereby agree to the following tentative agreement for a successor collective bargaining agreement to begin July 1, 2026. See attachments with respect to each numbered item.

1. Professional Compensation
2. Article 4 – Union Activities
3. Article 8 – Recoupment of Overpayment (New Language)
4. Article 11 – Medical and Emergency Leaves
5. Article 16 – Transfers
6. Article 17 – Evaluations, Discipline and Discharge
7. Article 19 – Teacher Activities Advanced Technology / Generative AI Use (New Language)
8. Article 23 – Substitutes
9. Article 28 – Health and Safety
10. LOA – Lead Teacher (Teacher Leader)
11. LOA – Training and Support Coordinators (TSC)
12. LOA – Class Size Overage Supplemental Pay
13. LOA – Five-Day GSRP / Pre-K Schedule
14. LOA – Ancillary Staff Overage
15. LOA – ESL/Bilingual Retention Bonus
16. LOA – School Point of Contact (SPOC) for Homeless
17. LOA – Bilingual interpreter

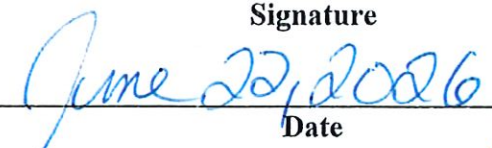
The contract provisions of the successor agreement not otherwise set forth above shall continue, with a new contract expiration date of June 30, 2028.

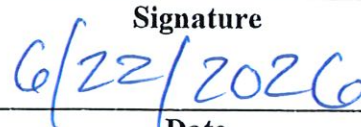
For the Union:


Signature

For the District:


Signature

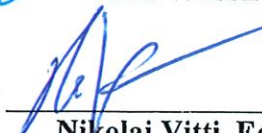
Signature

Date

Signature

Date

Approved:


Lakia Wilson-Lumpkins, DFT President

Approved:


Nikolai Vitti, Ed.D., General Superintendent

1. The current MA Max is \$93,000.

Top Step: **2026-2027**
\$96,500

2027-2028
\$100,100

All other steps shall advance one step in 2026-2027 and 2027-2028

Step	Bachelors	Masters	Masters+30	PhD
1*	55,000	60,000	60,300	60,600
2**	57,400	63,000	63,300	63,600
3	59,800	66,000	66,300	66,600
4	62,200	69,000	69,300	69,600
5	64,600	72,000	72,300	72,600
6	67,000	75,000	75,300	75,600
7	69,400	78,000	78,300	78,600
8	71,800	81,000	81,300	81,600
9	74,200	84,000	84,300	84,600
10	76,600	87,000	87,300	87,600
11	79,000	90,000	90,700	91,000
12	81,400	93,000	93,700	94,000
13 (FY 287)	84,500	96,500	97,200	97,500
14 (FY 28)	87,600	100,100	100,800	101,100

* Step 1 shall remain for employees in alternative certification programs

**Step 2 is the new starting salary in 2026-27 and 2027-2028.

All unit members (excluding those unit members enrolled in alternative certification programs subject to the terms of the alternative certification LOA) shall advance 1 step in 2026-2027 and 2027-2028.

Alternative certification teachers, alternative certification counselors and all applicable alternative certification/licensure programs shall be placed on step 1 of Salary Schedule #1 according to the degree held. These bargaining unit members shall not advance a step until they receive certification for their position. Upon receipt of valid Michigan certification, alternative certification teachers, alternative certification counselors, and all applicable alternative certification/licensure programs shall be placed on Salary Schedule #1 at the appropriate step based on full years of internal teaching experience (including internal substitute teaching as defined in Article 8 D [Substitute Service]) and according to the degree held. For example, a teacher with one full year of internal teaching experience who receives valid Michigan certification in the middle of their second year of employment shall be moved to step 2.

2. Additional language to Article Ten--Retirement:

Eligible employees who retire effective July 1 or August 1 of any given school year and whose irrevocable Separation from Service Survey has been submitted to the District Human Resources office no later than May 1 of that year will be paid \$45.00 for each unused day in their sick bank up to one hundred (100) days and \$65.00 for each unused day in their sick bank for day one hundred and one (101) to two hundred fifty (250). Days in the catastrophe bank shall count towards reaching the two hundred fifty (250) day figure. The maximum payout for unused sick days shall be \$14,250.

3. Salary Schedule #2 for 2026-27 and 2027-28

Step	BA	MA	MA+30	Dr.
1	38,500	40,335	40,635	40,935
2	39,757	42,116	42,416	40,716
3	41,014	43,897	44,197	44,497
4	42,271	45,677	45,977	46,277
5	43,528	47,458	47,758	48,058
6	44,785	49,239	49,539	49,839
7	46,042	51,019	51,319	51,619
8	47,300	52,800	53,100	53,400
9	48,557	54,581	54,881	55,181
10	49,814	56,362	56,662	56,962
11	63,316	72,083	72,783	73,083
12*	\$65,699	\$74,796	\$75,496	\$75,796
13**	\$68,461	\$77,586	\$78,286	\$78,586

*2026-2027

**2027-2028

Step 3 will be the new starting salary for salary schedule #2 effective 2026-2027. Current unit members on step 1 or 2 of salary schedule #2 will start the 2026-2027 school year on step 3. All other unit members on Salary Schedule #2 shall advance one step in 2026-2027 and 2027-2028.

All Substitute classifications shall receive a 3.0% increase for the 2026-2027 school year and 3.0% increase for the 2027-2028 school year.

Accompanists and any other DFT unit member not on Salary Schedule #1 or Salary Schedule #2 shall receive a 3.0% increase for the 2026-2027 school year and a 3.0% increase for the 2027-2028 school year.

Substitute- Day-to-Day (9000/AR90): Bargaining unit members in this job classification that accept and complete a Monday and/or Friday classroom assignment shall receive \$200.00 for each completed assignment.

Long-Term Substitute (9500/AR95): When a bargaining unit member becomes a Long-Term Substitute, they shall be eligible for Missed Preparation Period Pay and Oversize Classroom Pay in accordance with the terms of those articles.

4. Retention Bonus: Same language and qualifications as previously agreement: **\$2,000** for full time employees and **\$1,000** for part time employees

5. Longevity Bonus: Same language and qualifications as previous agreement.

6. Sick Day Cashout Agreement shall continue.

7. Academic Interventionists and special instructors and all associated retiree job codes shall have 4 steps in 2026-27 and 5 steps in 2027-28. Step 1: \$42,883, Step 2 \$44,877, Step 3 \$46,373, and **Step 4 \$47,903 (2026-2027) and Step 5 \$49,484 (2027-2028)**

8. The following bonuses and stipends shall be in effect for the 2026-27 and 2027-28 school years:

Full time bargaining unit members in the following ESE positions shall receive an annual bonus of \$15,000: occupational therapist (0170), physical therapist (0180), ESE teacher (0250), ESE Social Worker (0230), psychologist (0200), speech pathologist (0320), and teachers of speech and language impaired (0330), and the associated retiree job codes for each of the above positions. This \$15,000 bonus shall be paid at the end of June in the 2026-27 and 2027-28 school years in separate pay advices. The unit member must remain with the District through the end of the 2026-27 and/or the 2027-28 school years to receive this bonus. The bonus will be prorated for late hires.

Full time bargaining unit members in the following ESE positions shall receive an annual bonus of \$2,000: Nurse (0150), O&M instructor (0160), music therapist (0190), ESE teacher consultant (0300), audiologist (0310), behavioral specialist (A500), special education transition specialist (A510), IEP compliance specialist (A520), and the associated retiree job codes for each of the above positions. This \$2,000 bonus shall be paid at the end of June in the 2026-27 and 2027-28 school years in separate pay advices. The unit member must remain with the District through the end of the 2026-27 and/or the 2027-28 school years to receive this bonus. The bonus will be prorated for late hires.

The Union and District acknowledge that based on current ORS reporting guidelines the above listed bonus payments will not be ORS reportable income. The District will not take employee retirement contributions nor will it make employer contributions. This is subject to change based on guidance and direction from Michigan Office of Retirement Services.

1. All general education pre-school, kindergarten, and first through fifth grade homeroom teachers who have students assigned to their classroom whose eligibility is Autism Spectrum Disorder (ASD), Emotional Impairment (EI), or Cross-Categorical shall be paid a quarterly wage enhancement for services rendered. In no event shall a single homeroom teacher have more than 6 students in these categories assigned to their classroom. If such a situation arises, the Union and District will meet to reach a resolution. The payment shall be made based on the following formula (below is an example):

# of RS Students	Per Quarter	Annual
1	500	2,000
2-3	750	3,000
4-6+	1,000	4,000

The payment for the first semester of the school year shall be made during the semester but no later than the second payroll in February. The payment for the second semester shall be made no later than August 1st. These payments shall be made in a separate pay advice.

Teachers shall be paid the supplemental payment based on the average report cards issued per quarter for students in the categories identified above.

9. The parties agree that Article 8 Section (K) will be suspended until June 30, 2028, with the exception of Autism Spectrum Disorder Teachers, Psychologists and Speech and Language Pathologists (SLPs). However, the District will notify and attempt to bargain a bonus amount for those three positions, if needed. If an agreement cannot be reached, then the District can offer the bonus to reach fully staffed status to ensure compliance with IEP federal and state requirements. If unexpected staffing challenges emerge within the two-year agreement beyond Autism Spectrum Disorder Teachers, Psychologists and SLPs, then the District will bargain bonus terms with the exception of Autism Spectrum Disorder Teachers, Psychologists and SLPs.

11. Maintain current Health Care Coverage language in Article 9-Insurance.

12. Workshop Rates

The DFT Participant Workshop Rate shall be \$35.25

The DFT Consultant/Director/Facilitator Rate shall be \$65.56

For the duration of this collective bargaining agreement, the workshop rates shall increase by the same percentage as the top step of the Master's Degree rate. As a result, a 1.86% multiplier will also be used to adjust the DFT Consultant/Director/Facilitator Rate.

13. CTE Student Certification Bonus

Bargaining unit members placed in district-approved Career and Technical Education (CTE) programs shall receive a bonus based upon the following tiered structure of students successfully obtaining the appropriate credential/licensure endorsed by the Michigan Department of Education Office of Career and Technical Education.

The unit member must remain with the District through the end of the 2026-2027 and/or the 2027-2028 school years to receive the bonus. The bonus will be prorated for late hires.

% of Students in Program Earning Approved Credential/Licensure	Special Instructor Bonus	Day Trade Annual Authorization Teacher Bonus	Certified Day Trade Teacher Bonus
50% of Students	\$500	\$750	\$1,000
75% of Students	\$750	\$1,000	\$1,500
100% of Students	\$1,000	\$1,500	\$2,000

14. Attendance Agents, Assistant Attendance Agents and associated retiree job codes shall be eligible for a performance bonus provided that the schools they service have a reduction in chronic absenteeism compared to the prior school year in accordance with the table below:

Reduction in Chronic Absenteeism	Performance Pay
10% or larger decrease in chronic absenteeism	\$1000
20% or larger decrease in chronic absenteeism	\$1500
30% or larger decrease in chronic absenteeism	\$2000

This bonus shall be paid by June 30 of each year of this agreement and in a separate pay advice. This bonus shall be paid provided the individual is still employed by the District by the time of payment.

13. In the event an employee is on an approved leave, applicable bonuses and/or longevity will be paid upon their return from leave.

Article 4 Union Activities (*Additional language*)

Article Four - Union Activities

The District recognizes that the Union, as the exclusive collective bargaining representative of District employees described in Article I, Section A, has the responsibility of administering and enforcing this Collective Bargaining Agreement. The District recognizes that the Union needs access to the employees in order to carry out this responsibility. The District grants exclusively to the Union such access and other privileges as are specifically set forth herein.

1. Purpose

- A. The principal shall recognize the elected Union building representative as the official representative of the Union in the school.
- B. The Union shall have the right to designate a project Union representative who shall be recognized by the Superintendent and his/her designees as the official Union representative of projects in separate facilities (e.g. JROTC and pre-school).
- C. The Union representative and his/her designee shall be called the School Union Committee. Membership on the School Union Committee shall be determined by the Union.
- D. The principal shall meet at least monthly, when requested with the School Union Committee to consult on local school problems as they relate to this Agreement. No other committee shall exist for this purpose.
- E. The above, as agreed upon for discussion by the principal and the School Union Committee, does not preclude the discussion of other matters. However, the principal and the School Union Committee do not have the authority to reach any decision, which changes this Agreement.
- F. In pursuance of his/her Union duties, the Union building representative shall not interfere with any teacher who is engaged in a regular class, a duty, a conference, or home assignment.
- G. The Union shall be provided a bulletin board or boards in each school and other work locations for the posting of notices and other materials. The bulletin board shall be identified with the name of the Union, and the authorized representative of the Union, or his/her designee, shall have the responsibility for posting materials on the bulletin board.
- H. The Union shall have the right to place materials in the mailboxes of teachers and other authorized employees.
- I. The authorized representative of the Union shall have the right to schedule Union meetings in the building before or after regular class hours and during lunch of the employees involved.
- J. The District shall permit one or more designated regular staff members of the Union or off-duty teacher representatives of the Union to visit the schools to investigate working conditions, teacher complaints or problems, or for any other purpose relating to the terms and conditions of this Agreement, provided always that there shall be no interference with school functioning.

- K. Whenever members of the bargaining unit are mutually scheduled by the parties to participate, during working hours, in conferences, meetings or negotiations at the central administrative offices, they shall suffer no loss in pay and substitutes may be provided.
- L. In any instance where faculty representation for special committees is desired or needed, the Union will be consulted.
- M. Union teacher representatives will serve on all District Advisory Committees.
- N. At the request of the Union, 50 school days shall be allowed without loss of pay or benefits for the purposes designated by the Union. Such days, if not used, shall be banked cumulatively to 100. During the life of this Agreement, the Union may borrow against future days. The daily rate of any substitute service, which the District provides, will be paid by the Union.
- O. The Union will not engage in or encourage strike action of any type during the life of this Agreement.

P. Compensation Time for Building Representatives

In the event the elected Union Building Representative or Union committee member provides representation for a member in a meeting requested by an administrator during their preparation period or lunch period, he/she shall be afforded the same time back in his or her schedule within a two-week (10 school day) period to compensate for the time utilized for representational purposes. This shall be at a mutually convenient time.

The names of the elected building representatives shall be confirmed and provided by the Union president or his/her designee.

Q. Involuntary Transfer of Building Representatives

As the Union representative responsible for enforcing the collective bargaining agreement at the school level, involuntarily transferring of Building Representatives shall be the last resort for the following reasons including but not limited to: addressing staffing needs in other locations, decreases in enrollment, changes in programming, and climate and culture concerns.

2. Organizing Fellows

- A. The District recognizes that the Union will have Organizing Fellows who engage in union organizing activities on District properties.
- B. The salary, benefits, and fringe benefits for Organizing Fellows and other union organizers shall be exclusively paid by the Union. Due to the District's need to maintain adequate staffing levels, the decision to release any District employee to become an Organizing Fellow or engage in organizing activities shall be at the discretion of the District. In the event the District decides not to release a District employee, the District and the Union will meet, confer, and agree upon an alternative employee to serve as an Organizing Fellow. The AFT Coalition - Detroit Federation of Paraprofessionals, Detroit Association of Educational Office Employees, and Detroit Federation of Teachers - may have no more than a total of six (6) Organizing Fellows per semester, at their discretion, selected from the Detroit Federation of Paraprofessionals, Detroit

Association of Educational Office Employees, and Detroit Federation of Teachers bargaining units. Each constituent Union of the AFT Coalition may in its discretion appoint and have at least one (1) Organizing Fellow per semester, provided that the overall total of Organizing Fellows of the AFT Coalition does not exceed the foregoing limitation of six (6) per semester. The release of more than six (6) employees in one semester to serve as Organizing Fellows shall be by mutual agreement of the parties.

- C. In pursuance of his/her duties, the Organizing Fellow shall not interfere with any District employee engaged in a regular class, a duty, a conference, home assignment, or interfere with the assigned functions of any employee, or the regular school program.
- D. Whenever Organizing Fellows enter a school building to engage in organizing activities, the Organizing Fellow shall recognize the principal or his/her designee as the lead administrator in the school. The Organizing Fellow shall adhere to building visitor procedures (sign-in at the building's main office). In any event that there is a concern or confusion at the school level regarding the activities, duties, or functions of an Organizing Fellow, the District and the Union shall confer to resolve the concern or confusion as promptly as possible

Article 8 – Professional Compensation

L. Recoupment of Overpayment (New Language)

When questions arise regarding alleged overpayments of bargaining unit members, Bargaining unit members shall receive written notification, including reason for the overpayment (e.g. change in position, payroll error, overused leave bank, etc.), whenever an overpayment is suspected.

The written notification will be accompanied by a payroll audit identifying the reason for the overpayment as well as applicable dates, pay periods, earnings categories, and amounts in question, as applicable.

Recoupment of overpayment of wages shall be aligned with the Payment of Wages and Fringe Benefits Act.

Article Eleven - Medical and Emergency Leaves

A. Sick Leave

1. Family and Medical Leave Act

For eligible employees (one year of service and 1,250 hours worked in past 12 months), maternity leaves shall be governed by the Family and Medical Leave Act ("FMLA") of 1993. Under the FMLA, eligible employees are allowed up to 12 weeks (in a rolling 12 month period) of job and benefit protected leave.

The Family and Medical Leave Act ("FMLA") governs all medical leaves.

2. Accumulation and Carryover of Sick Days

Sick leave for regular school year teachers will accrue in a single bank with a limit of 200 days. Sick leave for all salaried DFT unit members – including academic interventionists (0530) and special instructors (0620) – shall be earned as follows:

- Year one (1) — ten (10) sick days
- Years two (2) and beyond — twelve (12) sick days

Sick days earned each year shall be deposited in a unit member's sick bank at the beginning of the school year.

Retirees who are salaried shall receive five (5) sick days each school year.

Hourly-rated employees will accrue sick leave at the rate of one hour for every twenty-five (25) hours worked and will be provided a biweekly sick bank account on their pay advice for the hours they have accumulated. Provision of utilization of sick leave shall be the same as those of contract teachers.

a. Catastrophe Bank

When an employee's sick leave bank has reached the current allowable maximum as set forth in this Agreement, there shall be established a "Catastrophe Bank" into which all days over the maximum shall be placed. When an employee has used all days accumulated in his/her sick bank for an illness/disability extending more than six months, he/she may draw from the Catastrophe Bank to the extent he/she has made contribution to said bank. (The District may require medical evidence of illness/disability.)

If a teacher is unable to work as a result of a compensable injury, the teacher may utilize Catastrophe Bank sick leave days to maintain regular gross earnings without affecting the teacher's regular sick leave bank.

Catastrophe Bank sick leave days shall not be paid out upon separation from the District unless otherwise set forth in this Agreement.

b. Reclassification to DFT Bargaining Unit

Teachers who left the DFT Bargaining Unit, and without a break in District service thereafter returned to the DFT Bargaining Unit, may be entitled to use days currently earned and accrued in their sick bank.

c. Sick Leave Donation

The Sick Leave Donation Policy agreed to by the parties in a Letter of Agreement dated May 19, 2010 shall remain in effect for the duration of this agreement (See Appendix B).

3. Absences Chargeable to Sick Leave

Absences due to causes listed below may be charged as specified to sick leave. Absence in excess of available sick leave days or for reasons other than those specified will result in loss of pay.

a. Personal Illness

All absences due to illness of employee may be charged to sick leave until the sick leave bank is exhausted.

b. Funeral Leave

Absence due to death of a member of the immediate family may be charged to sick leave up to five (5) scheduled working days as necessary for each death. All funeral leave days must be taken within ten (10) consecutive calendar days of the day of death. Included in immediate family membership:

Husband, wife, children, father, mother, father-in-law, mother-in-law, grandfather, grandmother, brothers, sisters, and any other relative or non-relative living and making his/her home in the household of the employee. Person for whom the employee is the legal guardian.

c. Personal Business

Personal business, not to exceed two (2) days in any calendar year, may be charged to sick leave without loss of pay. Personal business may be used for religious observances.

d. Emergency School Closures

The sick bank shall not be charged against teachers who were scheduled to be absent on the day(s) their schools are closed due to an emergency.

4. Special Circumstance Absences Not to be Charged to Sick Bank

a. Childhood Diseases

The sick leave bank shall not be charged for necessary absences up to five (5) days resulting from the following childhood diseases: chickenpox, conjunctivitis, measles, mumps, diphtheria, whooping cough, impetigo and hand-foot-and-mouth disease. In addition, the sick leave bank shall not be charged for three (3) days of absence for classroom teachers who contract head lice or ringworm on the job. The statement of a licensed physician shall be required as proof of the cause for each day of absence.

5. Purpose and Use

Sick leave provisions are designed exclusively for absences caused by illness injury, or as otherwise outlined in this Agreement. The District will investigate suspected instances of abuse of sick leave. In connection with its ability to investigate, the District shall have the right to require a doctor's note for any absence from work.

The District may implement a schedule of discipline based upon suspected abuse of the sick bank by any unit member pursuant to District policy.

6. Sick Leave Absence and Return

a. Notification

When it is necessary to be absent, the teacher should notify the school office or the person designated at the time established by the school. The school office should be informed of an expected absence early enough to be able to have the substitute teacher arrive before the opening of the school day. The absent teacher must report to the District's attendance program and notify the school by 2:30 p.m. of the day preceding his/her return.

Employees able to anticipate non-illness absence chargeable to sick leave must make application in advance on a form provided by the District for such purpose.

b. Attendance Review

Excessive Use of Sick Leave - Any employee who uses five (5) or more days of unapproved or non-exempt sick leave in a school year will be determined to have used an excessive amount of sick leave.

Abuse or Capricious Use of Sick Leave - This is a pattern of poor attendance. Examples include but are not limited to:

- Each month earning a sick leave day and using the sick leave day with no sick leave hours or a small amount of sick leave hours in the bank.
- Frequent use of sick leave days on Monday, Friday, or in conjunction with other days off.
- Excessive use of sick leave.

Where an excessive use of sick leave or abuse of sick leave as defined above exists the employee shall be notified by letter at a meeting with the employee's principal or supervisor that he/she is being placed on a ten (10)-week attendance review period and the letter shall be a written record of a written verbal warning. During the attendance review period a medical certificate must be provided for any use of sick leave. Where the attendance problem persists, the employee will be subject to an extended attendance review period and/or appropriate discipline up to and including termination.

c. Prolonged Illness

An employee may be granted a leave of absence for prolonged illness not to exceed one year and subject to applicable state and federal law and District policy.

d. Medical Examinations

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) 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) consecutive workdays of sick leave, a teacher must furnish a statement from his/her physician in order to secure his/her next paycheck.

Employees who remain on extended sick leave may be asked to have a medical examination by the District's designated physician during the period they are absent after continued absence beyond two (2) consecutive pay periods. Such examinations are required when sufficient evidence of continued illness is not obtainable by other means.

Human Resources may require a medical examination by the District's designated physician for an employee at any time when the maintenance of minimum health standards in a school or department is in question. An employee returning from a leave of absence may, at the District's discretion, have a medical examination by the District's designated physician. A form provided by the District for such purpose, from the employee's personal physician, is required for return from leave of absence for illness.

An employee who has been ill with a communicable disease must have a medical examination and release by the District's designated physician.

e. Workers' Compensation

The District shall provide Workers' Compensation insurance for all employees covered by this Agreement in compliance with the laws of the State of Michigan.

An employee will maintain employment for a maximum period of one (1) year from the date of injury while receiving workers' compensation benefits. An employee will continue to receive health insurance and life insurance benefits during the above referenced one (1) year employment period as long as he continues to receive workers' compensation for that one year period. Upon termination from employment with the District, all benefits will end (workers' compensation will apply as provided by the laws of the State of Michigan).

f. Maternity Leaves

For eligible employees (one year of service and 1,250 hours worked in the past 12 months), maternity leaves shall be governed by the Family and Medical Leave Act ("FMLA") of 1993. Under the FMLA, eligible employees are allowed up to 12 weeks (in a rolling 12 month period) of job and benefit protected leave. Members utilizing up to thirty (30) school days/six (6) weeks of FMLA leave for maternity or paternity purposes shall have their illness bank days restored as follows: one-half ($\frac{1}{2}$) of the FMLA days utilized shall be restored one (1) calendar year following the birth of the child at the beginning of the year, and the remaining one-half ($\frac{1}{2}$) shall be restored at the beginning of the second calendar year following the birth.

g. Leave of Absence for Personal Business Without Pay

An employee shall, upon request, be granted leave of absence for personal business for absences that are not disability absences; but are related to the preparation for childbirth and/or the care of a newborn or newly adopted child. Such leave of absence is subject to the regular provisions for leave of absence for personal business, except that the instructional employee shall specify a leave of more than four (4) weeks to end at the change of a semester that falls within twelve (12) months of the date of the beginning of the leave.

Article Sixteen - Transfers

A. Voluntary Transfers

1. Open Transfer Period

The District shall maintain an open transfer period from April 1 — June 1.

During this open transfer period member who wish to transfer may do so without seeking their release from their current principal.

2. Request for Transfer

Bargaining Unit Members who wish to change the location of their assignment (including a different type of assignment at a new location) may apply for a confidential transfer by filing an electronic form provided by Human Resources for such purpose.

Teachers who wish to transfer may be subject to an interview or the presentation and delivery of a demonstration lesson at the requested transfer location. The principal at the location transfer must approve the transfer.

The request must be renewed annually if the individual wishes to have the request continue to be considered. Transfer requests are listed by Human Resources in the order of receipt and area of specialization.

Transfer requests will be reviewed regularly by Human Resources. Human Resources will make a "good faith effort" to honor transfer requests during the transfer period.

The list of vacancies for positions eligible for transfer includes all vacancies currently staffed by a substitute (unless the substitute is covering an approved leave). Human Resources will share a list of vacancies with the Union on March 1st, April 1st, and May 1st.

3. Selection Process

When a position is to be filled by transfer, the position is to be filled via mutual consent according to the following:

Human Resources will share names and contact information of employees who have requested a transfer with administrators at requested locations at least three (3) times during the open transfer period: once on/around May 1st, and again on May 15th. Principals shall first consider applicants for a transfer when a vacancy exists. Prior to hiring an external candidate for a vacancy, the School Leadership Team must interview five (5) candidates who are qualified to fill the position and have submitted a request to transfer to that location (or they shall interview all transfer candidates if fewer than five (5) candidates requested a transfer to that location). If more than five (5) candidates submitted a transfer request to that location, the School Leadership Team shall interview the three candidates with the most District seniority. The Principal and/or School Leadership Team shall conduct outreach to those requesting a transfer via official DPSCD email. The process outlined above shall apply only from April 1st to the third Friday in May. After the third Friday in May, Principals and School Leadership Teams are no longer required to interview transfer applicants.

When a position is to be filled by transfer, the position is to be filled according to the following:

- A vacancy must exist in the assignment at the location.
- The employee must meet the requirements (including possessing appropriate certification, or licensure where applicable) to work in the vacant assignment.
- Employees who wish to transfer may be subject to the presentation and delivery of a demonstration lesson, and/or an interview at the requested transfer location with the administrator and/or School Leadership Team, which shall include a member designated by DFT. The School Leadership Team will make a recommendation to the Principal at the location.
- The Principal at the receiving transfer location must approve the transfer following the recommendation of the School Leadership Team by submitting an offer request to Human Resources.
- An employee will receive an offer request to transfer to the new location via District email.
- The employee must accept the offer request within three (3) business days of receiving the offer.
- Official notification of a transfer will come in the form of a transfer letter from Human Resources via District email with the reassigned transfer location and reporting date.
- Once a transfer is effectuated for the employee, it is final, and no further voluntary transfer requests can be executed during the school year.
- To ensure continuity of instructional support, employees rated as "needing support" or "developing" in their most recent evaluation shall transfer locations only if expressly approved by Human Resources.

4. Transfer Request Notification

All bargaining unit members who request a transfer will be notified regarding the acceptance or denial of transfer via DPSCD email by Human Resources on or before May 15th.

B. Involuntary Transfers

The District retains the right to transfer teachers based on District policy. Contract teachers shall receive at least five days notice before they are transferred from one regular assignment to another regular assignment in a different school building, and within this five day the teacher shall have one day to move his/her belongings to the new location.

When an involuntary transfer is effectuated, the District shall inform the employee of the reason for the transfer and the Union shall be copied on the official transfer notification.

Involuntary transfer reasons may include but are not limited to: staffing needs in other locations, decreases in enrollment, school closure/consolidation, changes in programming, performance, financial or legal compliance, climate and culture concerns, irreconcilable differences between employees, perceived nepotism, suspected misconduct and/or suspected Board policy violations leading to the initiation of an investigation.

Transfer for climate and culture concerns, performance irreconcilable differences between employees, or perceived nepotism shall be a last resort to try to address these issues. Employees transferred for these reasons shall be notified no later than April 1 that they will be involuntarily transferred for the next school year.

In the event that a school is closed or merged in whole or in part with another school, the District shall make all reasonable efforts to transition willing staff to the school where students are expected to continue, provided there is sufficient enrollment of students at that school to generate the staff positions.

Displaced teachers shall retain all contractual rights related to transfer, recall, and placement as provided elsewhere in the Agreement.

Any teacher who is involuntarily transferred due to a reduction in teacher service shall be granted priority consideration to return to their former school via the open transfer request process. In the event a vacancy occurs at the teacher's former school for which the teacher is properly certified, the teacher shall be considered ahead of other transfer applicants and external hires. This right of consideration shall remain in effect for a period of two (2) years from the effective date of the involuntary transfer. The teacher must indicate continued interest in returning in accordance with established voluntary transfer procedures.

1. Allocation of Workdays for Involuntary and Room-to-Room Transitions

Within the five (5) day notice of transfer, the following provisions shall be included:

School-to-School Transfers:

i. One (1) Workday at the Sending School:

The transferring employee shall be provided one (1) full, uninterrupted workday at the sending school site, unless the transferred employee and building principal

mutually agree less time is needed. This time shall be reserved exclusively for the purpose of organizing, packing, completing necessary documentation, and preparing instructional materials and student-related items for transfer. The employee shall not be assigned instructional duties during this period.

ii. One (1) Workday at the Receiving School:

The transferring employee shall be provided one (1) full workday at the receiving school site prior to assuming regular duties, unless the transferred employee and building principal mutually agree less time is needed. This time shall be used for unpacking, classroom setup, reviewing school procedures, preparing instructional materials, and facilitating a smooth transition for students. The employee shall not be assigned instructional duties during this period.

Room-to-Room Transfers (within the same school):

- i. The transferring employee shall be provided one (1) full workday prior to assuming regular duties, unless the transferred employee and building principal mutually agree less time is needed. This time shall be used for unpacking, classroom setup, preparing instructional materials, and facilitating a smooth transition for students. The employee shall not be assigned instructional duties during this period.

Article Seventeen – Evaluations, Discipline and Discharge

A. Discipline or Discharge

1. No bargaining unit member shall be discharged or disciplined unjustly. There shall be no appeal beyond Step Two for discharge or discipline for bargaining unit members in their first year of service.
2. Teachers
If a teacher elects to challenge the District's decision to discharge, demote, or otherwise discipline or reduce pay at the Teacher Tenure Commission, any grievances related to such discipline shall be held in abeyance - and the time limits of the grievance arbitration procedures shall be suspended — pending the final decision of the Teacher Tenure Commission and any appeals therefrom.
3. Notification
An employee will be afforded at least twenty four (24) hours' written notice by district email prior to any investigatory interview with an administrator or Employee Relations. An employee has a right to request Union representation during such an investigatory interview or any other meeting related to their discipline.

B. Administrative Leave and The Employee Transition Center

1. Due Process

In the event that a bargaining unit member is placed on any form of immediate suspension or administrative leave, including leave at the Employee Transition Center (ETC), while the District investigates allegations against the bargaining unit member, the member will be entitled to written notice by district email of the charges known at the time upon placement. The District reserves the right to add additional charges as they become known during the course of the investigation.

The member will be entitled to an investigatory interview, with the right to Union representation, and to confront the allegations and evidence, as soon as reasonably possible. The District will endeavor to hold such interviews within thirty (30) school days of placing the employee on administrative leave. Should the thirty (30) school day timeline not be feasible, the District will notice the employee and Union in writing by email with the reason and provide an expected timeline for when the interview will occur. An interview must occur within 60 days of placing the employee on administrative leave.

The District will provide the member and the Union with a copy of all documents, video, audio, or other relevant materials relating to the allegations against the member at least five (5) school days prior to the interview.

Bargaining unit members shall not destroy or tamper with documentation or attempt to influence witnesses related to the investigation—such behavior shall lead to additional discipline up to and including termination.

Bargaining unit members with pending misdemeanor or felony charge and/or convictions shall be placed on administrative leave, including unpaid leave, in accordance with state law and current Board policy and any consideration for discipline or discharge against the employee may be held in abeyance until such criminal matters are resolved.

Following a bargaining unit member's return from administrative leave, and upon request from the employee or Union, the District will conduct a review to determine if any loss of compensation or benefits are due to the employee, in accordance with this Agreement and any associated Letters of Agreement.

2. Decision

The District will endeavor to render a final a decision within thirty (30) calendar days. Should the 30 calendar day timeline not be feasible, the District will notice the employee and Union in writing by email with the reason and provide an expected timeline for when the decision is expected to occur. The decision may be grieved starting at Step 2 level of the grievance arbitration of this Agreement.

The parties agree that absent extraordinary circumstances, such as but not limited to involvement of the criminal justice system, the procedure outlined above is intended to conclude within 120 calendar days. In the event that the procedure is not expected to conclude within 120 calendar days, the District will notify the employee and the Union in writing with the reason and provide an expected timeline for when the interview will occur.

C. Timing of Disciplinary Suspensions

No member shall be required to begin a disciplinary suspension on the first day of staff reporting for the school year, the first day of any academic semester, or beginning during any designated grading window, unless the District and Union agree.

For purposes of this section, the “grading window” shall be defined as the period established by the District for the completion, submission, and verification of student grades.

Any suspension that would otherwise fall within these restricted periods shall be rescheduled to begin outside of these timeframes.

D. Investigatory Interviews

Investigatory interviews involving a member related to alleged misconduct that does not constitute a crime or involve violation(s) of law or imminent safety/health issues shall be conducted during the member’s regular workday within the academic calendar unless the member agrees otherwise and waives their right to union representation.

Unless the member agrees otherwise and waives their right to union representation such interviews shall not be scheduled or conducted during a member’s non-duty time, including but not limited to:

- Summer vacation (unless the alleged misconduct occurs while the employee is actively working during the summer);
- Scheduled holidays;
- School closures;
- Duty-free lunch periods; or
- Before or after the member’s scheduled workday.

Investigatory interviews involving a member related to alleged misconduct that does constitute a crime or involve violation(s) of law or serious safety/health issues, shall be conducted during regular business hours of the District as promptly as possible, with the understanding that such interviews shall not be conducted or scheduled during times that conflict with the member’s pre-existing travel vacation plans.

I. Removal from Work Assignment

In cases of suspected misconduct or pending disciplinary action, bargaining unit members shall not be removed, reassigned, or directed to leave their assigned worksite by the location administrator during the

workday except in the case of an immediate emergency involving the safety of the employee, students, or others present in the building.

Any removal from the worksite must be approved in advance by Employee Relations or Labor Relations, except where immediate action is necessary to address an ongoing safety emergency, in which case Employee Relations shall be notified as soon as practicable.

The employee shall be informed in writing of the basis for the removal and shall be afforded Union representation prior to any further investigatory action or investigatory interview. No removal from the worksite shall be used as a substitute for disciplinary action without adherence to the just cause and due process provisions of this Agreement.

ARTICLE 19: TEACHER ACTIVITIES

G. ADVANCED TECHNOLOGY/GENERATIVE ARTIFICIAL INTELLIGENCE (AI) USE AND SAFEGUARDS

The District and the Union are committed to ensuring that AI technology is used safely, effectively, and equitably in the classroom. The purpose of this Article is to establish clear standards governing the use of AI within the District to ensure ethical and equitable use, safeguard bargaining unit work, preserve teacher professional judgment and protect student privacy.

AI shall not replace teacher professional judgement.

A. Professional Judgment and Instructional Use

1. Teachers may use AI for instructional support purposes, including but not limited to:
 - i. Support with lesson planning
 - ii. Differentiation strategies
 - iii. Drafting communications
 - iv. Creating sample graphics
2. AI shall not be used as the sole basis for:
 - i. Student grading or assessment decisions;
 - ii. Individualized Education Program (IEP) determinations;
 - iii. Student discipline decisions.
3. Responsibility for all instructional decisions shall remain with the teacher in accordance with District policies and procedures.

B. Academic Integrity

1. The District shall provide instructional resources in AI literacy, including:
 - i. Ethical use
 - ii. Bias awareness
 - iii. Proper attribution and disclosure

C. Labor Protections

1. No employee shall be evaluated solely on information generated by AI.
2. The District shall bargain the implementation of an AI program affecting:
 - i. Material changes in workload
 - ii. Material changes in job duties

- iii. Material changes in evaluation procedures
- 3. In no event shall a teacher be disciplined, involuntarily transferred, or receive an adverse employment action or evaluation solely on the basis of information generated by AI.

D. Transparency and Approval

- 1. The District shall maintain and publish a list of all approved AI tools at the onset of the school year.

E. Training and Support

- 1. The District shall provide ongoing professional development on AI use to support bargaining unit members to understand and use AI technology in a responsible way, including:
 - i. Responsible and ethical use
 - ii. Data privacy protections
 - iii. Identifying bias and inaccuracies

F. Oversight and Review

The District and Union agree that Artificial Intelligence (AI) technology is evolving rapidly and has the potential to be both supportive and disruptive to K-12 education. As such, the parties agree to bargain as needed to address issues that are not already addressed in Board policies, and/or state and federal laws. Such issues may include but are not limited to workload, professional responsibilities, communication about acceptable tools, training, and support.

Article Twenty-Three – Substitutes

A. Right to Outsource Substitute Service

The District has the right to outsource any and all substitute service in accordance with any applicable law.

If the District employs substitutes, the following applies: Provisions of Substitutes - If all available substitutes have been called and there still are vacancies in the school, the class shall be covered in accordance with the emergency plan developed by the principal in consultation with the School Union Committee. Emergency plans shall involve all certified personnel, including administrators, in teaching or supervision of students.

B. Categories of Substitutes

There shall be five (5) categories of substitute teachers defined as follows:

A. Substitute I - Retiree (Job Code Classification AR90)

Employees assigned to this classification are retired teachers who may work a schedule of one (1) to five (5) days per week.

B. Substitute II - Day-to-Day (Job Code Classification 9000)

Employees assigned to this classification are non-contract teachers who do not meet the qualifications as defined for Substitute III or Substitute IV or who have requested to be assigned as a Substitute II and work in day-to-day assignments with a minimum of three (3) daily assignments per week.

C. Substitute III - FMLA/LOA (Job Classification 9130)

Employees assigned to this classification are non-contract teachers who are certified, or who are enrolled in an approved plan of work and who meet an annual requirement to complete a minimum of six (6) hours of coursework in an approved Teacher Certification Program relative to the content area of the assignment.

The Substitute III performs the duties of the classroom teacher of record. Employees assigned in this classification must work five (5) days per week pursuant to the schedule of the absent teacher.

Reclassification of Substitute III - Refusing any assignment will result in reclassification to a Substitute II or termination at the District's discretion.

D. Substitute IV - Long Term/Vacancy (Job Code Classification 9500)

Employees assigned to this classification are non-contract teachers who are certified, or who are enrolled in an approved plan or work and who meet an annual requirement to complete a minimum of six (6) hours of coursework in an approved Teacher Certification Program relative to the content area of the assignment.

Substitutes assigned in the classification serve in a vacancy and perform duties as the classroom teacher of record. The Substitute must work five (5) days per week.

Reclassification of Substitute IV - A Substitute IV who does not maintain eligibility will be reclassified as a substitute II at the District's discretion at any time during the school year. Refusing any assignment will result in reclassification to a Substitute II or termination at the District's discretion.

E. Substitute V Day-to-Day Substitute School Based (Job Code Classification 9DTD)

Employees assigned to this classification are non-contract teachers and are full-time employees.

Substitutes in this classification shall serve as a building substitute (not in a vacancy) and provide duties such as covering teacher absences, providing preparation coverage, and providing in-person and virtual test proctoring.

The Substitute V classification must work five (5) days per week and is eligible to receive health, dental, vision, and life insurance benefits.

The pay rate for the Substitute V classification shall be the same as Substitute classifications I, II, and III.

Employees in this classification shall accrue ten (10) sick days per school year. Provision of utilization of sick leave shall be the same as those of contract teachers

C. Substitute Allowance

The District shall determine the maximum number of substitutes in each of the above five (5) categories.

D. Benefits

The Substitute IV and Day-to-Day Substitute School Based classifications are the only classifications that are eligible to receive health, dental and life benefits; other substitute classifications are not eligible for benefits, except as provided by state and federal laws.

Article Twenty-Eight - Health and Safety

A. Healthy and Safe Structures in K-12

Air quality, lighting, noise level, safety and security and other environmental factors may greatly impact the performance of some students and staff in a school or other work location. The District has statutory obligations to maintain a safe working environment. Both the District and the Union are committed to continuing to work together to assess and develop the quality of school and other work environments so that students may achieve their best performance.

Hazardous conditions in the work place shall be immediately reported to the District. The District has developed a reporting procedure for this purpose, the first step of which is to inform the principal and head engineer of the concern. If the matter is unresolved, the teacher and/or the principal may submit a written report to the District Operations and Facilities Department notifying them of the situation. The status of any such report shall be addressed by the principal during the regularly scheduled meetings with the School Union Committee.

All teachers, in the course of performing their duties, shall be conscious of unsafe practices or conditions and report any such unsafe practices, equipment, or conditions to their immediate supervisor.

Bargaining unit members shall not be required to work in conditions that pose an immediate threat to, or to perform tasks that endanger, their health and/or safety.

The Union and District agree that personal safety, healthful conditions on school premises, and a learning environment free from unnecessary disruption are priority considerations.

Each work site to which teachers are regularly assigned shall have a comprehensive safety and disaster plan, which shall be reviewed annually and updated as may be. Each work site to which teachers are regularly assigned shall have a comprehensive safety and disaster plan, which shall be reviewed annually and updated as may be appropriate.

B. Health and Safety Committee

The District and Union agree to establish a Health and Safety Committee to review health, safety or ADA-related situations that may arise in the District's facilities that may impact students, parents and bargaining unit members, and make recommendations regarding the same. Each party shall select three standing members of the Committee and meet monthly during the school year, and as needed during the summer vacation period. Meetings of the Committee shall occur during regular working hours.

C. Harmful Conditions

Removal and clean-up of hazardous materials shall be handled in accordance with all applicable federal and state laws and regulations that apply to Detroit Public Schools Community District. The District acknowledges that the presence of asbestos, when in a friable condition, poses a serious health hazard for employees and students.

This District will comply with federal and state laws and regulations applicable to Michigan Public Schools with regard to asbestos removal.

The District shall maintain an integrated pest management program to control and eliminate to the extent possible unwanted rodents, pests, and insects such as ants, roaches, fleas and bed bugs in District facilities.

The District shall identify annually the individual(s) responsible to investigate and resolve concerns and compliance with health and safety regulations.

In the event of a dispute regarding school or other facility conditions, both the District and the Union may each appoint a third-party expert who shall be granted access to schools or other facilities at mutually-agreed times which do not disrupt student instruction.

D. Notification Process for Major Worksite Construction

In the interest of transparency and open communication on issues possibly impacting safety and/or disrupting the educational process, major renovation and major repair work to be done in a building will be communicated by representatives from Facilities and/or the building administrator to staff through the Building Representative or Union Committee prior to the onset of the work. Regular, relevant updates from construction meetings may be shared with staff through written communication and/or direct reports to the staff as needed.

E. Threat & Physical Health Notification

The lead building administrator or their designee shall notify the Building Representative or Union committee of any potential threats to the physical safety or health of staff or students. Potential threats may include but are not limited to: “lockdowns,” confirmed communicable disease outbreaks, major facility issues. If/when the lead building administrator receives updates on the ongoing steps being taken to resolve the threat up to and including its final resolution, the lead building administrator shall share those updates. In instances where multiple schools are affected, the Superintendent or their designee shall notify the Union President or their designee of the same.

F. Non-Discrimination

No bargaining unit member shall be discriminated or retaliated against for filing a health and/or safety complaint.

**Letter of Agreement
between
The Detroit Public Schools Community District (“DISTRICT”)
and
The Detroit Federation of Teachers (“DFT”)
Lead Teacher Position for Literacy, Mathematics, Science and Social Studies**

This document is a Letter of Agreement (the “LOA” or “Agreement”) between Detroit Federation of Teachers, AFT Local 231 (“DFT”) and Detroit Public Schools Community District (the “District”).

WHEREAS, both the DFT and the District desire to improve instruction in Detroit Public Schools Community District schools; and

WHEREAS both the DFT and the District desire to leverage the talent and determination of its teachers and help teachers emerge as deeply trained and empowered instructional leaders; and

WHEREAS, both the DFT and the District wish to continue teacher leadership roles to allow outstanding teachers to remain in the classrooms while developing their skills as leaders in a joint effort to elevate the highest performing teachers and increase the performance of all teachers.

Therefore, the parties agree as follows:

1. Term

The term of this Agreement will begin on the execution date of this Agreement and will continue with the parties’ CBA thereafter.

2. Teacher Leader Position - DFT

The position of Teacher Leader will remain part of the DFT bargaining unit and will be referred to as “Lead Teacher.”

3. Lead Teacher Position - Description

The Lead Teacher is an exceptional practitioner who leads from the classroom and cultivates his/her peers’ ability to deliver excellent instruction and increase student achievement. Lead Teachers are not administrators, nor do they take on administrative roles.

The goal of a Lead Teacher is to improve a team of teachers’ abilities to effectively plan for and deliver high-quality instruction in pursuit of better outcomes for students. By creating distributive leadership structures in schools, Lead Teachers – in collaboration with school leaders – will increase opportunities for feedback and growth to drive increased student achievement, while building their own capacity as leaders.

Lead Teacher roles will be available in literacy, mathematics, science and social studies for grades K-12.

4. Lead Teacher Position – Eligibility & Minimum Qualifications

Eligibility

For the first round of applicants, only current DPSCD employees may apply. After the first round, the process will be open to outside applicants who meet the criteria.

Minimum Qualifications

To be considered for the position of Lead Teacher, a DFT bargaining unit member must possess the following minimum qualifications:

- a. Bachelor's degree
- b. At least three (3) years of certificated teaching experience
- c. Valid state certification in the supported subject area
- d. 'Highly Effective' or 'Effective' evaluation ratings (or equivalent) in each of the last three (3) school years

Application

Candidates must submit: (i) a detailed lesson plan and aligned student work; (ii) a statement of interest; (iii) resume; and (iv) a formal letter of recommendation from an administrator or peer at his/her school ("Application Materials").

Selection

A candidate's Application Materials will be reviewed by a selection committee comprised of senior District leaders, principals and DFT representatives. Following this review, selected candidates will be placed into an eligibility pool for hire by a school. At the school level, principals will convene a selection committee comprised of administrators and teachers to interview Lead Teacher candidates ("School Selection Committee").

6. Lead Teacher Position – Renewal Process

A Lead Teacher's term is for the academic year in which s/he is placed at a school.

A term can only be renewed upon approval of the District with recommendation from the school principal. If a Lead Teacher's renewal is not recommended by the principal at the school where s/he was placed as a Lead Teacher, and the Lead Teacher wishes to continue as a Lead Teacher, s/he will be required to go back through the application, selection and placement process described in Paragraph 5.

7. Lead Teacher Position – Placement and Duties

Lead Teachers are primarily responsible for teaching students, modeling best practices and generating useful materials for their school and the District, such as exemplary lessons and student work samples. The Lead Teacher's role is one of support, assistance, and modeling. In no event shall a Lead Teacher perform supervisory duties with respect to his/her peers. A Lead Teacher will provide a range of support to his/her peers, including but not limited to:

- a) facilitating collaborative time including common planning and monthly Professional Learning Communities (PLCs) with a focus on standards mastery, student work analysis, and curriculum implementation
- b) mentoring new or student teachers, i.e., teachers with three years or less experience
- c) facilitating professional development during staff meetings
- d) serve as a two-way resource providing information to colleagues, including communicating data, goals and other important information while also apprising the Office of Academics and content area departments of needs within the building

- e) attending professional development
- f) supporting and champion content-related extracurricular programming offered in the school
- g) logging monthly activities via the Lead Teacher logging system

Lead Teachers are expected to teach a full course load but Lead Teacher duties may be completed during available preparation and/or a single release period (if possible based on the school schedule), or outside of the regular school day. Such responsibilities outside of the regular school day shall not exceed 5 hours per week. At least 180 minutes of additional support and preparation will be provided on a monthly basis through Lead Teacher meetings during regular school day hours.

A Lead Teacher will be required to participate in, and attend, district-led professional development to support their professional growth and the implementation of district-wide initiatives. This professional development will include mandatory Lead Teacher events scheduled outside of the regular school year or regular day hours, such as:

- a) an annual summer professional development institute that will not exceed five (5) days in length and that will take place one week after the conclusion of summer school or one week before the start of the school year for teachers and be compensated at the DFT Participant workshop rate; and
- b) monthly school-year sessions not to exceed 10 hours per month.
- c) Lead Teacher events scheduled outside of the regular school day shall be compensated at the DFT Participant workshop rate or the DFT Consultant/Director rate depending on the professional development duties.

9. District Discretion

The parties hereby agree that the District shall have the sole discretion to make the determinations as to a certificated teachers' eligibility to serve as a Lead Teacher, based upon the language set forth herein and the District's understanding thereof.

Further, the parties agree that the District has sole discretion to determine if a Lead Teacher's term is renewed or continued. If the Lead Teacher's term is not renewed or continued, then s/he will cease to receive the Lead Teacher stipend consistent with the terms of Paragraph 11 below and be reclassified as a Teacher

10. Salary

A Lead Teacher will be compensated pursuant to the Salary Schedules included in the CBA.

11. Stipend

A Lead Teacher will receive an annual stipend of Three Thousand Dollars and 00/100 (\$3,000.00) ("Stipend") in addition to his/her regular salary. The Stipend will be paid in equal disbursements over the 39-week payment schedule used for DFT members. To receive the stipend, Lead Teachers will complete a log of work performed as described in section 12

A Lead Teacher will only receive disbursement of the Stipend for the time period s/he works as a Lead Teacher on a pro-rated basis. For example, if a certificated teacher is appointed as a Lead Teacher for the school year but only participates in the program from August until February, the teacher will be paid the Stipend for that specific period and will not receive Stipend payments in the remaining months of the school year.

Additionally, if a Lead Teacher is not appointed until after the start of a school year, then s/he will receive a pro-rated Stipend beginning on the date of appointment. For example, if a Lead Teacher is appointed

December 1 of each school year, s/he will receive a proration of the Stipend beginning December 1 and through the remainder of that school year.

12. Log of Work Performed

To receive Stipend payments, a Lead Teacher must submit a log of activity detailing all activities and services performed during the applicable pay period (“Log”), as determined by the District.

13. Governing Law

The validity, interpretation and performance of this Agreement shall be governed in all respects by the laws of the State of Michigan.

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

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

Training and Support Coordinators

The classification of Training and Support Coordinator shall be a 46-week position and included in the DFT bargaining unit. Training and Support Coordinators shall work the regular school year calendar plus an additional thirty-five (35) days.

The TSC assigned/hired prior to July 1, 2024 shall be placed at the top step of the teacher salary schedule and paid on the 26-pay schedule. TSC with a hire date on or after July 1, 2024 shall be placed on the step of the teacher salary schedule that is based on their years of creditable service and according to the degree held. All TSC shall be paid on the 26 pay schedule. Compensation for the 35 days of service beyond the regular school year calendar shall be paid at the TSC's daily rate for the degree/step on the salary schedule.

When considering TSC classroom caseload assignments, the District shall make every effort to assign caseloads equitably and consider factors including, but not limited to, the number of classrooms, number of schools, geography and individual teacher coaching needs.

The TSC shall receive a \$5,000 annual stipend paid as a lump sum at the end of the fiscal year. In cases where the employee does not complete a full year of service, the annual stipend shall be prorated for less than a full year of service.

TSCs participating in optional student enrollment outside of the regular school day shall be eligible for enrollment incentive payments.

The TSC shall work an 8-hour day; inclusive of a one-hour duty-free lunch period.

The TSC shall receive 2 additional sick days per year beyond what teachers receive, and be allowed to take up to 5 personal business days each academic year.

The TSC shall have the same holiday and break periods that are collectively bargained for all DFT bargaining unit members. Additionally, TSCs shall receive ten (10) non-paid break days to utilize after the last scheduled teacher workday of the academic calendar and July 15th. TSCs shall notify their supervisor of their intended break schedule prior to the last scheduled work day and coordinate with their supervisor on any requested to changes to such schedule.

The TSC shall have the opportunity to earn a minimum of 24 State Continuing Education Clock Hours (SCECH) relevant to their subject area and best practices as workshop facilitators and curriculum support per year.

By their signatures below, the Parties' representatives agree as set forth herein.

This agreement shall be part of the parties' CBA, including but not limited to purposes of enforcement or subsequent modification or termination.

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

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

**CLASS SIZE OVERAGE SUPPLEMENTAL PAY
2026-2027 and 2027-2028**

This Letter of Agreement ("LOA") is between the Detroit Public Schools Community District ("District") and the Detroit Federation of Teachers (DFT) to address class size overages for the 2026-2027 and 2027-2028 school years.

The parties agree as follows:

1. The provisions in the current DFT collective bargaining agreement that provide for additional compensation for class size overages in Article Eighteen, Class Size, Section B, Reorganization/Balancing of Classes, Compensation for Oversize Classes, shall not apply for the 2026-27 and 2027-28 school years only, and shall be replaced with the following compensation formula, which formula will expire on June 30, 2028
2. Compensation for in-person oversize classes shall be as follows for the 2026-2027 and 2027-2028 school years only:

Teachers shall be paid a quarterly supplemental payment based on average report cards issued per quarter above and beyond the District's current teacher allocation per grade span:

- K-3: 25
- 4-5: 30
- 6-12: 35 (with the exceptions of band, choir, secondary physical education, and JROTC)
- Alternative: 18
- ESE: statutory limits as delineated below;

Classification	Class Size Targets
ASD	7 Students
DHH (2 Aides)	
Dual Diagnosed	
SXI	9 Students
El Day Treatment POHi Resource - ASD VI	10 Students
ECSE PreSchool SCI (2 Aides)	12 Students

Resource - POHi	13 Students
SCI (3 Aides)	15 Students
MiCI MoCI Work Skills	15 Students
Adaptive Physical Education	According to classifications and programs above

Provided the following conditions and provisions are met from the current collective bargaining agreement:

All teachers kindergarten through grade twelve (12) who do not have self-contained classrooms shall not be paid as set forth above unless their total enrollment per semester averages more than the contractual maximum.

Each class kindergarten through grade twelve (12) claiming an average size in excess of the contract maximum must first be acknowledged and recorded by the District and the Union, no earlier than the 1st semester count day and no later than the class reorganization date mutually agreed upon by the Union and the District and no later than the first report card marking.

Once recorded, the District will make all responsible efforts to reduce each oversized class enrollment to the maximum or below pursuant to mutually agreed upon procedures.

The payment to teachers kindergarten through grade twelve (12) for the first semester of the school year shall be made during the semester but no later than the second payroll in February.

The payment to teachers kindergarten through grade twelve (12) for the second semester of the school year shall be made no later than August 1st.

Oversize Amount	Per Quarter	Annual
1+ Above	\$5 00	\$2,000
2+ Above	\$750	\$3,000
3+ Above	\$1,000	\$4,000
4+ Above	\$1,250	\$5,000
5+ Above	\$1,500	\$6,000
6+ Above	\$1,750	\$7,000
7+ Above	\$2,000	\$8,000
8+ Above	\$2,250	\$9,000
9+ Above	\$2,500	\$10,000
10+ Above	\$2,750	\$11,000
11+ Above	\$3,000	\$12,000
12+ Above	\$3,250	\$13,000

13+ Above	\$3,500	\$14,000
14+ Above	\$3,750	\$15,000
15+ Above	\$4,000	\$16,000

Teachers in the excluded categories above (band, choir, secondary physical education, and JROTC), whose classes exceed the class size maximum, by any number of students, shall receive a supplemental payment of **\$1,000** per quarter/ **\$4,000** annually.

3. This Letter of Agreement shall expire June 30, 2028. Except as specifically indicated above, all provisions of the DFT collective bargaining agreement shall remain in effect.

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

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

Five-Day GSRP Pre-K

WHEREAS, the Detroit Public Schools Community District (DPSCD) and the Detroit Federation of Teachers (DFT) recognize the importance of providing 5-day Great Start Readiness Program (GSRP) PreK to remain competitive amidst statewide PreK expansion efforts and to ensure each PreK classroom is fully enrolled;

WHEREAS, GSRP PreK transitioned to a 5-day program in 2025-2026;

WHEREAS, GSRP has specific licensing and programmatic requirements that are dictated by the state of Michigan.

WHEREAS, Teachers employed by the DPSCD as a GSRP PreK teacher are DFT bargaining unit members covered by the parties' Collective Bargaining Agreement ("CBA");

THEREFORE, this Letter of Agreement ("LOA") is made by and between the Detroit Public Schools Community District ("DPSCD") and the Detroit Federation of Teachers ("DFT") for the purpose of clarifying terms and working conditions governing teachers employed by the DPSCD as GSRP PreK teachers beginning with the 2025-2026 school year.

A. LUNCH, BREAKS AND PREP

Students enrolled in the Great Start Readiness Program (GSRP PreK program and the 3-6 year old grade band (Primary) Montessori Program and Early Childhood Developmentally Delayed (ECDD) classrooms (hereafter GSRP, et al.) shall attend school 5-days a week consistent with the student reporting days as set forth in the school calendar applicable to DFT bargaining unit members, except as otherwise set forth in this agreement. GSRP et al. PreK Teachers will receive the daily duty-free lunch, breaks, and prep as outlined in the DFT bargaining agreement. Primary Montessori teachers shall abide by all GSRP requirements.

A template schedule for 5-day PreK is provided below which aligns with GSRP et al. requirements. Other daily schedules shall be permissible provided they are in alignment with the GSRP Implementation Manual, the collective bargaining agreement and approved by the Deputy Executive Director of Early Learning.

Activity Type	Time	Purpose
Gross Motor Time or Outside Time	One 50-minute block and one 30-minute block (80 minutes total)	Deep cleaning 1x/week (80 minutes)

Teacher Preparation Period	Consistent with school's Master Schedule, where possible based on staffing and licensing requirements (can occur concurrently with gross motor/outside time)	DFT Teacher Prep 4x/week in accordance with the collective bargaining agreement
Lunch	45 minutes	Teacher Lunch
Rest Time	70 minutes	NHA Lunch (first 45 min), Teacher and Paraeducator planning; Paraeducator Lunch (last 25 min)
Small Group/Limited Choice Time	30 minutes	Paraeducator Lunch (first 20 min)
Morning Snack, Choice, Read Aloud (2), or Large Group* <i>*Please reference the PreK daily schedule</i>	15 minutes each (60 minutes total)	NHA or Paraeducator 15-min breaks
	Daily: ● 80 minutes Outside Time or Gross Motor time ● Teacher Preparation Period ● 45 minutes lunch ● 4 15-minute breaks	

When temperatures are below 26 degrees and/or in the case of inclement weather:

- Classroom staff may take students to alternately licensed spaces in the building. The District's Early Learning team will provide the Union and all GSRP et al. teachers a list of currently licensed spaces by the first reporting day for teaching staff, and are in the process of completing license modifications for gyms, libraries, and multipurpose rooms that are not already licensed.
- If students stay in classrooms, principals shall make a good faith effort to identify alternate spaces in the school building where GSRP teachers can complete preparation duties away from the designated classroom.

Teacher Preparation Periods

- The District will make best efforts to include GSRP students in master schedule rotations such that students attend specials/elective classes with/Paraeducators and Noon Hour Aides (e.g. P.E., Art, Music.) subject to staffing availability, and licensing requirements. The District will continue its efforts to expand the number and types of spaces in school buildings that meet GSRP licensing requirements to allow for additional learning spaces for GSRP students. In the event there is an absence or vacancy in support staff the NHA shall accompany students to specials/elective classes.
- PreK preparation periods must be covered in a licensed indoor/outdoor space outside of the PreK classroom. As a last resort, the PreK preparation period may be covered in the licensed PreK classroom by the assigned elective instructor.
- When Paraeducators provide coverage for a teacher preparation period and another certified teacher is not present during that preparation period, the coverage shall be logged in a form provided by the

Early Learning Department. Any Paraeducator who with or without the assistance of a NHA provides such coverage at least once in each quarter/marketing period (totaling at least four during the school year) shall be eligible for a \$2000 stipend paid at the end of the school year in July.

- When NHA provide coverage for a teacher preparation period and another certified teacher is not present during that preparation period, the coverage shall be logged in a form provided by the Early Learning Department. Any NHA that provides such coverage at least once in each quarter/marketing period (totaling at least four during the school year) shall be eligible for a \$1500 stipend paid at the end of the school year in July.

B. NON-STUDENT DAYS

GSRP students will begin the Monday following the week K-12 students begin, allowing for additional time at the beginning of the year without student contact to conduct parent and family outreach. In addition, there shall be ten (10) early release Fridays for the purposes of licensing requirements. These early release days shall occur on the first Friday of each month.

As allowed by GSRP requirements, PreK staff will have an additional four (4) non-student contact days in March to allow for PreK staff to complete required Home Visits, and Parent-Teacher conferences.

Following the initial Home Visit, additional visits conducted via Teams is permissible

C. DUTIES AND RESPONSIBILITIES

GSRP PreK Teachers will prioritize facilitating GSRP PreK curriculum, instruction, and student support through the duties as specified below:

- Follow their responsibilities as outlined by the GSRP PreK Teacher job descriptions, GSRP Implementation Manual, and LARA Child Care Licensing.
- Lead and support PreK Paraeducators and Noon Hour Aides to follow Creative Curriculum lesson plans to lead small-group instruction and whole-group instruction.
- GSRP PreK students must go outside two times daily when the temperature feels like 26 degrees or above). Paraeducators lead/supervise and Noon Hour Aides will support/supervise the twice daily 40-minute Outside Time. Paraeducators will follow the Creative Curriculum for Preschool Lesson Plans for Outside Time. Lesson plans are automatically generated in the Smart Teach (Creative Curriculum) platform for classroom staff.
- When the temperature is below 26 degrees, Teachers, Paraeducators, and Noon Hour Aides still follow the PreK Curriculum during inclement weather, just inside the school. This may be in another licensed space in the building, or in the PreK classroom, if needed.
- There are 80 minutes scheduled for Teacher prep each day. The teacher may allocate a portion of their 80-minute scheduled prep to Paraeducators or Noon Hour Aides to complete GOLD notes or deep clean throughout the week.
- Teachers and Paraeducator will make every effort to co-plan during daily student Quiet/Rest Time while the Noon Hour Aide is at lunch. Teachers and paraeducators will enter GOLD anecdotal notes in accordance with GSRP requirements
- Classroom staff will be allocated 80 minutes per week while students are in Gross Motor Time to complete the PreK classroom Cleaning and Sanitizing Responsibilities (Appendix A).
- Deep cleaning should not wait until Friday. Staff can choose to deep clean earlier in the week (Example: Wednesday) or spread cleaning across multiple days to limit the spread of germs mid-week. If students are not able to leave the classroom during the week:
 - Paraeducator or Noon Hour Aide pulls cots into the hallway or a space away from children in the afternoon during their large group and sprays them down.

- Paraeducator or Noon Hour Aide sprays down cubbies when children are in their large group time on the rug at dismissal.
- Paraeducator or NHA cleans manipulatives/toys in one area of the room while students are in the classroom.
- PreK staff shall not be used to provide substitute coverage for non-Prek classrooms or supervise non-PreK students when adequate substitute service is not available unless there is an emergency.

D. EARLY CHILDHOOD CLASSROOM AIDES

Early Childhood Noon Hour Aides shall be known as Early Childhood (EC) Classroom Aides To fully meet the expectations of a rigorous 5 Day early childhood program, EC Classroom Aides must work alongside their early childhood teacher and paraprofessional. EC Classroom Aides facilitate transitions, and ensure the nutritional, physical and emotional safety of our youngest learners throughout the school day. Investment in EC Classroom Aides is an investment in the quality, safety, and success of early childhood education.

- EC Classroom Aides will begin professional development and room preparation on the first day K-12 students report
- EC Classroom Aides shall work a 5-day week making them full time hourly employees requiring NHA to be eligible for healthcare benefits.
- The NHA shall work 6.42 hours per day inclusive of a 45 minute duty free lunch and a 15 minute paid break. The duty free lunch and 15 paid break shall occur consecutively (e.g. break followed immediately by lunch or lunch followed immediately by a break) if the student and staff schedule allows.
- The District will make every effort to not have NHAs supervise students alone, however, it is understood that NHAs may, when necessary, supervise students, however, NHAs supervising students alone shall not exceed LARA Child Care Licensing adult to student ratios.
- NHA shall not be required to supervise students without a teacher or paraprofessional

E. PROFESSIONAL DEVELOPMENT

Required Licensing Professional Development for Pre-K (formerly provided and completed on Friday's): Health and Safety Module A, Health and Safety Module B, Health and Safety Module C, Transportation Training, First Aid and CPR, Food Safety, and Health and Safety Refresher, etc. shall be provided by the district and available via digital professional development platforms and in-person for any components requiring such modality.

Professional Development completed outside the workday shall be paid in a separate pay advice by the end of June each year at the workshop rate applicable to each bargaining unit member.

F . SCOPE

Nothing in this Letter of Agreement shall operate or be construed to waive, amend, abrogate, or release from any provisions of the collective bargaining agreement between the parties except those provisions that are inconsistent with the provisions of this letter of agreement. Disputes concerning the interpretation, application, or enforcement of the provisions of this Letter of Agreement shall be subject to the contractual grievance procedure which may culminate in final and binding arbitration under the rules and procedures of the American Arbitration Association

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

APPENDIX A: PreK Cleaning and Sanitizing Responsibilities

Cleaning task	Required by LARA, GSRP, or GSQ?	Frequency	Who is responsible	Special instructions/Notes
Sanitize or wash toys or manipulatives used during that week that are not contaminated with body fluids by one of the following methods: ● Spray down with school-approved sanitizing spray; wipe with paper towel or cloth to dry. ● Wash using 2 – part sink/buckets for washing/rinsing and third container to submerge the toys or manipulatives in water to complete the sanitizing step; drain and let air dry.	Yes	Weekly	PreK classroom staff	Use school-approved cleaning and sanitizing solutions. Estimated time to spray sanitize/wipe manipulatives: 30-40 minutes. Estimated time to wash manipulatives using the three-step process (Deep clean): 1-2 hours depending on the quantity of manipulatives washed at a time.
Spray and wipe down cubbies and cots with cleaning cloth/ towel using school- approved cleaning solution	Yes	Weekly	PreK classroom staff	Avoid spraying cleaning solutions when children are nearby. Prioritize areas most heavily used during the day. Estimated time to wipes down all cubbies and cots: 20-30 minutes
Deep clean any utensils, surfaces and toys/ manipulatives that have been in contact with saliva or other body	Yes	Immediately remove items from area and place in area to prep for cleaning	PreK classroom staff	Wash with school-approved cleaning solution.

fluids by using 2 –part sink/buckets for washing and rinsing and third container to submerge the utensils/ toys/ manipulatives in water to complete the sanitizing step; drain and let air dry.				
Use school’s washer/dryer units to wash and dry sheets and pillowcases, individual cloth towels (if used), washable cloth toys. (None of these items should be shared among children)	Yes	Weekly; when visibly soiled	PreK classroom staff Pulling Pallets (assigned schools)	Use laundry pods provided by the Early Learning department or use laundry cleaning materials at your school site. Each classroom should have two sets of sheets/blankets. Estimated time to complete: Various, depends on availability of washer/dryer.
Before and after setting tables for food service and projects, wash hands and ensure tabletops are clean and visibly clear of debris.	Yes	Before/after breakfast, lunch, snack and any other food activity or projects.	PreK classroom staff GDI/RNA, as needed	*Per GDI Day Custodial activity: Can support during lunch to remove generated trash as needed; and be available to clean up spills that require spot or full damp mopping. Estimated time to complete: 10-15 minutes
Spray and wipe down countertops/ tabletops and chairs with cleaning cloth and school-approved cleaning solution.	Yes	After meal service and as needed Daily	PreK classroom staff GDI/RNA	Avoid spray cleaning solutions when children are nearby. Estimated time to complete: 5-10 minutes
Before children enter the outdoor play area and after playtime in the	Yes	Daily before and after use of space 	PreK classroom staff 	If needed, GDI/RNA can

outdoor space, supervising PreK staff should pick up any elements of debris with gloves.		As needed	GDI/ RNA	assist with removals. Estimated time to complete: 0-5 minutes
Spray and wipe down countertops/ tabletops and chairs with cleaning cloth and school-approved cleaning solution.	Yes	Daily After meal service and as needed	GDI/RNA PreK classroom staff	Avoid spray cleaning solutions when children are nearby.
Shake out or vacuum small rugs and mats.	Yes	Daily When soiled	GDI/RNA PreK classroom staff	Must vacuum only when children are not present.
Wipe down toilet areas, hand-washing sinks, faucets knobs, surrounding counters using cleaning cloth and school- approved cleaning solution. Clear any toileting debris from the area. (i.e. loose paper towel, toilet tissue, soap spillage)	Yes	Daily As needed	GDI/ RNA PreK classroom staff	
Wipe down doorknobs with cleaning cloth and school-approved cleaning solution.	Yes	Daily As needed	GDI/ RNA PreK classroom staff	Immediately if visibly soiled
Vacuum carpets and large area rugs.	Yes	Daily Whenever soiled	GDI/ RNA	Must vacuum only when children are not present.
Remove classroom and restroom trash	Yes	Daily	GDI/RNA	
High dust (windowsills, vents, high-mounted cabinets)	Yes	Weekly	GDI/RNA	
Disinfect restroom fixtures, walls, stalls, counters, ledges, etc.	Yes	Weekly	GDI/RNA	
Refill supplies/clean mirrors	Yes	As needed	GDI/RNA	
Sweep floor	Yes	As needed	GDI/RNA	
Spot damp mop	Yes	Daily	GDI/RNA	
Full damp mop	Yes	Weekly	GDI/RNA	
Spot vacuum rugs and floors.	Yes	Daily	GDI/RNA	
Full vacuum rugs		Weekly	GDI/RNA	
Shampoo rugs.	Yes	Yearly As needed	GDI/RNA	

Sanitize any surface contaminated with body fluids: saliva, mucus, vomit, urine, stool or blood	Yes	Immediately	GDI/ RNA	Ensure children are removed from space to avoid cross contamination of area
Spot damp all surfaces, including: Wipe window seals, vent covers, light fixtures, and any equipment attached to walls and ceilings.	Yes	Daily	GDI/RNA	
Full damp all surfaces, including: Wipe window seals, vent covers, light fixtures, and any equipment attached to walls and ceilings.	Yes	Weekly	GDI/ RNA	
Full dust window seals, vent covers, light fixtures, and any equipment attached to walls and ceilings.	Yes	Weekly	GDI/RNA	

Letter of Agreement
between
The Detroit Public Schools Community District (“DISTRICT”)
and
The Detroit Federation of Teachers (“DFT”)
ANCILLARY STAFF OVERAGE SUPPLEMENTAL PAY
2026–2027 and 2027–2028

This Letter of Agreement (“LOA”) is between the Detroit Public Schools Community District (“District”) and the Detroit Federation of Teachers (“Union”) to address ancillary staff caseload overages for the 2026–2027 and 2027–2028 school years.

The parties agree as follows:

1. The parties Letter of Agreement entitled "Class Size Overage Supplemental Pay" will continue in effect for the 2026-27 and 2027-28 school years, with the understanding that overage supplemental pay shall also be provided to professional ancillary staff over the same two school years as set forth below.
2. Professional ancillary staff whose caseloads exceed the caseload size maximums set forth below shall receive a supplemental payment according to the tiered schedule below, based on the number of students or cases above the applicable caseload maximum per card marking period:

Students Over Caseload	Per Quarter	Annual Maximum
1–5 over	\$250	\$1,000
6–10 over	\$500	\$2,000
11–15 over	\$750	\$3,000
16 or more over	\$1,000	\$4,000

3. The applicable caseload maximums and position-specific criteria are as follows:
 - a. School Counselor caseloads will not exceed 1:550 students. When a counselor’s caseload exceeds 550 students, the counselor shall be entitled to the tiered overage supplemental pay set forth in Section 1 above.
 - b. Each psychologist will be responsible for no more than 36 evaluations/revaluations/ IEP/written reports per card marking. If a psychologist conducts more than 36 evaluations/ reevaluations/ IEP/written reports each card marking, the psychologist will be entitled to the oversized caseload stipend.
 - c. The District and the Union recognize the importance of keeping an ESE Social Worker’s caseload to 40 or fewer cases. However, if an ESE Social Worker’s caseload and Medicaid billing exceed 50 cases per card marking, the ESE Social Worker shall be entitled to the tiered overage supplemental pay set forth in Section 1 above. Additions to the caseload of School Social Workers must adhere to all ESE Administrative Guidelines pertaining to caseload additions.
 - d. Speech and Language Pathologists and Teachers of Speech Language caseloads will not exceed 60 students. The District will make every effort to maintain caseloads at or below 60 students. When caseloads and Medicaid billing exceed 60 students per card marking, each therapist shall be entitled to the tiered overage supplemental pay set forth in Section 1 above.
 - e. Physical Therapists’ student contact time shall not exceed 45 students assigned to their caseload. When a Physical Therapist’s caseload and Medicaid billing exceed 45 students per card marking, the therapist shall be entitled to the tiered overage supplemental pay set forth in Section 1 above.

- f. Occupational Therapists' student contact time shall not exceed 45 students assigned to their caseload. When an Occupational Therapist's caseload and Medicaid billing exceed 50 students per card marking, the therapist shall be entitled to the tiered overage supplemental pay set forth in Section 1 above.
4. Overage supplemental payments shall be made quarterly. The final payment for each school year shall be made no later than the second paycheck in July.
5. This Letter of Agreement shall expire on June 30, 2028. Except as specifically set forth herein, all provisions of the DFT collective bargaining agreement shall remain in effect.

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

Letter of Agreement

Between The Detroit Public Schools Community District (“DPSCD”) And The Detroit Federation of Teachers (DFT)

ESL/ Bilingual Tuition Assistance and Endorsement Program

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

To that end, the District has created the ESL/Bilingual Tuition Assistance and Endorsement Program to provide teachers the opportunity to receive tuition support while enrolled in teacher preparation coursework taken at select Michigan approved Educator Preparation Providers towards obtaining the ESL/Bilingual Endorsement. In effectuation of this program, the parties agree as follows:

1. Participants in the Program must be full-time certified teachers employed by the District at an assigned school who agree to enroll in a District-approved program with a Michigan approved Educator Preparation Provider.
2. Teachers successfully completing the Program must provide transcripts or proof of program completion with ESL/ Bilingual college credit hours acceptable to the District, and an ESL/Bilingual endorsement.
3. Teachers participating in the Program agree to complete the required courses within three (3) years from starting the Program.
4. Teachers participating in the Program agree to submit for review successful completion of all certification requirements within the same three (3) year period, including submitting a passing score on the Michigan Test for Teachers Certification (MTTC) Bilingual Endorsement/ESL test.
5. Teachers that fail to complete the Program requirements, including but not limited to passing the ESL/ Bilingual Endorsement test within three (3) years, will be required to reimburse the portion of costs, tuition, and fees paid by the District on behalf of the teacher. Such reimbursement shall occur through District payroll deduction. Such Teachers who do not complete the Program requirements due to extenuating, medical, or other circumstances beyond the Teacher’s control, may be excused from reimbursement at the District’s discretion, which shall not be unreasonably exercised.
6. Any teacher enrolled in the Program that experiences a life event that prevents the completion of the Program requirements within three (3) years, may submit an extension in writing, to the District’s Office of Bilingual Education stating the reason for the extension request. The District may agree or deny such extension request at the District’s discretion, which shall not be unreasonably exercised.
7. Teachers enrolled in the Program shall remain employed as a teacher in the classroom with the District for a minimum of four (4) years from the start of the Program, and failure to remain voluntarily with the District, subject to the conditions set forth above, will require the Teacher to reimburse to the District the cost of tuition and fees paid on the teacher’s behalf while in the Program. The reimbursement will be on a prorated basis, and shall occur through District payroll deduction. If a Teacher remains employed with the District for one school year, the Teacher’s reimbursement will be 75% of the full cost of tuition and fees paid by the District; if a Teacher remains employed for two school years, the Teacher’s reimbursement will be 50%; if a Teacher remains employed for three school years, the Teacher’s reimbursement will be 25%. In addition, Teachers unable to complete the four (4) years service

requirement due to extenuating, medical, or other circumstances beyond the teacher's control, may be excused from reimbursement at the District's discretion, which shall not be unreasonably exercised.

8. Subject to the terms of the Collective Bargaining Agreement, the District shall allow teachers to use one of the three designated Professional Development ("PD") Days for PD specific to the Office of Bilingual Education and Related Programs, as determined by the District's Office of Curriculum and Instruction.
9. Newly hired teachers (0250, 0251 and associated retiree job codes) who hold a valid ESL/Bilingual endorsement serving in an ELL/Bilingual position and who are assigned to a school with an ELL population of 50% or higher shall receive a one-time recruitment bonus of \$2,500. Such bonus will be paid after successful completion of one (1) full semester of teaching, and shall be paid out in June.
10. Current teachers (0250, 0251 and associated retiree job codes) who hold a valid ESL/Bilingual endorsement serving in an ELL/Bilingual position and who are assigned to a school with an ELL population of 50% or higher shall receive a one-time retention bonus of \$5,000, provided the teacher successfully works and completes both full semesters during the school year. Such bonuses will be paid in two separate equal payments in December and June. Teachers enrolled in a District-approved program as outlined in item #1 are eligible for such a bonus the semester in which they complete the program and obtain an endorsement.
11. **Current ancillary unit members and associated retiree job codes who hold a valid ESL/Bilingual endorsement serving ELL/Bilingual populations or who are requested to service a school with an ELL population of 50% or higher shall receive a one-time retention bonus of \$5,000, provided the ancillary unit member successfully works and completes both full semesters during the school year. Such bonuses will be paid in two separate equal payments in December and June. Ancillary unit members enrolled in a District-approved program as outlined in item #1 are eligible for such a bonus the semester in which they complete the program and obtain an endorsement.**

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

**Stipend for 2026-2027 and 2027-2028 School Point of Contact (SPOC) for
The Office of Homeless and Foster Care (OHFC)**

This Letter of Agreement (LOA) is between the Detroit Public Schools Community District (DPSCD) and the Detroit Federation of Teachers and provides for a stipend for identified School Points of Contact (SPOC) serving the DPSCD Office of Homeless and Foster Care (OHFC) during the 2026-2027 and 2027-2028 academic school years only.

WHEREAS, the parties recognize the importance of building district-wide capacity to identify and support all homeless and foster care families. This includes preschool-aged homeless children, The Early Intervention Program, immigrant, refugee and asylee students (if identified as homeless by the homeless liaison or their designee) who attend a DPSCD school.

WHEREAS, the parties recognize the mandate to comply and align OHFC services with all DPSCD schools to ensure homeless and foster care students are identified and homeless youth provided all services ensured under The McKinney–Vento Homeless Assistance Act of 1987, a United States federal law that requires states to eliminate enrollment barriers, provides school access and supports academic success to students experiencing homelessness. The term “homeless children and youths” means individuals who lack a fixed, regular, and adequate nighttime residence.

WHEREAS, the parties recognize that all schools shall identify a DPSCD full-time employee, excluding Parent Outreach Coordinator (POC), who will act as the SPOC and perform associated tasks and activities.

WHEREAS, the parties agree that each DPSCD school is responsible for identifying a SPOC to assist OHFC in making sure homeless children and youth experiencing homelessness are enrolled, and have a full and equal opportunity to succeed in schools within the district, and that children, youth, and families experiencing homelessness have access to and receive educational services for which they are eligible, including Early Head Start and Head Start programs, early intervention services under Part C of the Individual with Disabilities Education Act, and other preschool programs administered by the school district;

WHEREAS, the District has established guidelines and ongoing training (monthly) for individuals to perform SPOC tasks and activities. These duties include but are not limited to:

- Ensure immediate enrollment of any new students experiencing homelessness
- Assist in identifying students facing homelessness in their building
- Although the SPOC is the designated person who works directly with the Office of Homeless and Foster Care, if another staff member becomes aware of a student/family whose living situation has been disrupted and falls into one of the homeless categories, that staff member can complete the referral using the Internal Referral process, but should notify the SPOC.
- When referrals are completed, preferably before submission, SPOCs should collaborate with the Enrollment Clerical to update the home address in Power School, especially if requesting transportation.
- Additionally, SPOCs should ensure that any siblings in a family, even if at a different school, are linked together in Power School.

- Notify the student and/or parent/guardian of their educational rights under McKinney-Vento
- Distribute school supplies, uniforms, or other items needed
- Assist with coordinating and implementing transportation
- Inform students of their status as independent students under the Higher Education Act of 1965 (20 U.S.C. § 1087vv) and receive assistance verifying this status for purposes of the Free Application for Federal Student Aid (FAFSA).
- Pull school homeless foster care, unaccompanied and other homeless subgroups' rosters monthly from the student information system to monitor and implement strategies to try to meet identification rates.
- Voluntarily attend optional weekly office hours for technical support.
- Conduct at least one awareness training to school staff during a staff meeting or on a designated Professional Development day.

THEREFORE, the Detroit Federation of Teachers (“DFT”) and the Detroit Public Schools Community District (“District”) agree as follows for the SPOC stipend.

1. SPOCs will be identified by their school principal to assist the OHFC with the identification, referral process and delivery of basic needs to homeless foster care families whose children attend DPSCD schools, as reflected above.
2. SPOCs are DPSCD full-time staff (not to include Parent Outreach Coordinator-POC) who serve full-time at their respective schools such as a counselors, social workers, attendance agents.
3. The number of hours required to perform the SPOC assignment may vary during the scheduled workday.
4. Bargaining unit members identified and who voluntarily accept SPOC tasks as reflected above for an entire school year shall receive an annual stipend of \$500 which will be disbursed in two separate payments: a stipend of \$250 for the first semester and \$250 for second semester.
5. SPOCs who successfully serve from the first day of school of the 2026-2027 school year through the end of the first Semester as defined by the Academic Calendar are eligible to receive a \$250 stipend.
6. SPOCs who successfully serve from the start of Semester 2 through the last day of school as defined by the 2026-2027 Academic Calendar are eligible to receive a \$250 stipend.
7. SPOCs who successfully serve from the first day of school of the 2027-2028 school year through the end of the first Semester as defined by the Academic Calendar are eligible to receive a \$250 stipend.
8. SPOCs who successfully serve from the start of Semester 2 through the last day of school as defined by the 2027-2028 Academic Calendar are eligible to receive a \$250 stipend.
9. Bargaining unit members receiving the SPOC stipend must serve as a SPOC for at least the time periods set forth above to receive a stipend for each semester.
10. The stipend shall be awarded to bargaining unit members as selected by the District annually, and will be subject to an annual renewal process determined by funding and/or the approval of the Superintendent and/or their designee for this program.
11. The SPOC stipend shall not be paid if the bargaining unit member does not comply with the terms of the agreement and/or perform the duties of the SPOC position.
12. The selection of employees chosen to be offered the opportunity to receive the SPOC stipend shall be at the district’s sole discretion. The District reserves the right to determine the number of SPOCs Districtwide by position or quantity, depending on organizational needs as approved by the Superintendent or their designee.

13. Nothing in this letter of agreement shall operate or be construed to waive, amend, abrogate, or release from any provisions of the collective bargaining agreement between the parties. Disputes concerning the interpretation, application, or enforcement of the provisions of this letter of agreement shall be subject to and resolved through final and binding expedited arbitration under the rules and procedures of the American Arbitration Association.
14. The validity, interpretation, and performance of this LOA shall be governed in all respects by the laws of the State of Michigan.
15. This letter of agreement shall expire on June 30, 2028.

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

BILINGUAL INTERPRETER DIFFERENTIAL SUPPLEMENT

WHEREAS, the parties recognize that the maximization of currently employed bilingual personnel across the District will help bridge existing communication gaps between students, parents/guardians and District personnel. Bridging parent/guardian school communication gaps in languages spoken by the families the District serves will ensure receipt of information, in their home languages, regarding the school and their child’s academic progress,

WHEREAS, the need exists to scale Districtwide foreign language interpretation services primarily in American Sign Language, Arabic, Bengali, Burmese, Chinese, French, Hindi, Hmong, Korean, Mandarin, Spanish, Tagalog, Thai and Urdu. The District may expand to additional languages going forward,

WHEREAS, the parties recognize that the bilingual interpreter differential supplement is intended for existing job classifications that may use bilingual skills on a regular, incidental and/or occasional basis and shall not interfere with selected employees’ core job duties and responsibilities,

WHEREAS, the District seeks to provide a bilingual interpreter differential supplement to bargaining unit members who display oral language proficiency, as measured by the District, within a range of “Intermediate” to “Superior” and serve as a bilingual interpreter within her/his school/worksite. All bargaining unit members that are certified by the District and receive the language skills supplement will be designated as a bilingual interpreter and will be expected to serve in this role within their respective school/worksites and/or at select Districtwide events where foreign language interpretation services may be needed,

WHEREAS, in order to ensure bargaining unit members are fluent in a second language, a language proficiency assessment shall be administered by the Office of Bilingual Education before a supplemental designation and compensation is awarded to unit members, as some unit members may be able to speak a second or third language fluently but unable to read text or vice versa. Computer based language proficiency assessments shall be administered from a District worksite and shall be employed to officially determine a unit member’s mastery of a foreign language,

WHEREAS, the District shall establish guidelines, qualifications needed, and job classifications authorized to receive additional compensation for proficiency in a foreign language,

THEREFORE, the Detroit Federation of Teachers (“DFT”) and the Detroit Public Schools Community District (“District”) (collectively “the parties”) agree as follows for the bilingual interpreter differential supplement:

1. The Office of Curriculum and Instruction (“C&I”) will oversee the bilingual proficiency examination processes and certify exam results, which will include the administration of an initial language proficiency screener to preliminarily assess foreign language proficiency. C&I will schedule interested bargaining unit members for language proficiency testing which shall be administered in-person at District designated assessment centers. C&I shall submit a personnel action including language proficiency assessment results for inclusion by the Division of Human Resources (“HR”) into employees’ personnel records.
2. Bargaining unit members who are ultimately certified by C&I shall be compensated at the rate of \$50.00 per month, in a separate pay advice each month. Bargaining unit members certified in more than one District designated foreign language will be compensated at the rate of \$75.00 per month, in a separate pay advice each month. If a unit member does not earn a passing score in the District designated language proficiency assessment, she/he may test again one (1) year from the initial language proficiency

assessment(s) at no financial cost to the employee. Bargaining unit members who provide translation services beyond the regular workday shall be compensated at their hourly rate.

3. Bargaining unit members receiving the bilingual pay differential supplement will be expected to serve as a bilingual interpreter, as the need arises, within their District worksites and may be requested during non-scheduled work hours at school/worksites events, as needed, for hourly compensation.
4. The bilingual pay differential supplement shall be awarded to qualified bargaining unit members on an annual basis and will be subject to an annual renewal process as determined by the Superintendent and/or his/her designees for this program.
5. The bilingual interpreter differential supplement shall be discontinued if the bargaining unit member does not perform the functions of the bilingual interpreter supplemental position.
6. The designation of job positions and employees authorized to receive the bilingual interpreter differential supplement shall remain at the sole discretion of the District and shall be based on the foreign language interpretation needs of the District. The District reserves the right to regulate the number of bilingual interpreters Districtwide by position or quantity, depending on organizational needs as approved by the Superintendent or his designee.
7. Nothing in this letter of agreement shall operate or be construed to waive, amend, abrogate, or release from any provisions of the collective bargaining agreement between the parties. Disputes concerning the interpretation, application, or enforcement of the provisions of this letter of agreement shall be subject to and resolved through final and binding expedited arbitration under the rules and procedures of the American Arbitration Association.
8. The validity, interpretation, and performance of this LOA shall be governed in all respects by the laws of the State of Michigan.
9. This letter of agreement shall expire on June 30, 2028.

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