

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

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

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

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

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

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

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

- C. DURATION: The Civic Literacy Club Advisors will serve from August 2020-June 30, 2021, unless renewed in writing by the Parties.

D. RESPONSIBILITIES:

- a. Lead the School's Civic Literacy Club with participating students.
- b. Engage in one weekly meeting with students in the Civic Literacy Club (as the calendar permits and accounting for student testing, inclement weather and school closures, etc.).
- c. Complete a minimum of 12 student meetings by January 15, 2020.
- d. Complete an additional 12 minimum student meetings from January 16 to May 15, 2021.

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

E. DUTIES:

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

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

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

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

For the DFT:

Terrence Martin

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

Lakia M. Wilson-Lumpkins

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

For the District:

Andre Poplar

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

Luis Solano

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

Gwendolyn Anderson

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

Date: Sep 24, 2020

Date: Sep 24, 2020

Approved: _____

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

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

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

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

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

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

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

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

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

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

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

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

For the DFT:

Terrence Martin

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

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For the District:

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Luis Solano

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

Gwendolyn Anderson

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

Date: Sep 24, 2020

Date: Sep 24, 2020

Approved: _____


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

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

(Incorporate into CBA)

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

ESL/ Bilingual Tuition Assistance and Endorsement Program

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

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

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

7. Teachers enrolled in the Program shall remain employed as a teacher in the classroom with the District for a minimum of four (4) years from the start of the Program and failure to remain voluntarily with the District, subject to the conditions set forth above, will require the Teacher to reimburse to the District the cost of tuition and fees paid on the teacher's behalf while in the Program. The reimbursement will be on a prorated basis. If a Teacher remains employed with the District for one school year, the Teacher's reimbursement will be 75% of the full cost of tuition and fees paid by the District; if a Teacher remains employed for two school years, the Teacher's reimbursement will be 50%; if a Teacher remains employed for three school years, the Teacher's reimbursement will be 25%. In addition, Teachers unable to complete the four (4) years service requirement due to extenuating, medical, or other circumstances beyond the teacher's control, may be excused from reimbursement at the District's discretion, which shall not be unreasonably exercised.
8. Subject to the terms of the Collective Bargaining Agreement, the District shall allow teachers to use one of the three designated Professional Development ("PD") Days for PD specific to the Office of Bilingual Education and Related Programs, as determined by the District's Office of Curriculum and Instruction.

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

2020-2021 EMPLOYEE REFERRAL BONUS PROGRAM

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

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

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

WHEREAS, the parties agree to the following:

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

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

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

For the DFT:

Terrence Martin

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

Lakia M. Wilson-Lumpkins

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For the District:

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

**Letter of Agreement
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and
Detroit Federation of Teachers ("DFT")**

2020-21 LEARNING CENTERS

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

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

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

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

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

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

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

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

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

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

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