

**Letter of Understanding
between
The School District of the City of Detroit
and
The Detroit Federation of Teachers**

**One-Time Critical Shortage Retention Bonus for the 2014-2015 School
Year**

By their representatives' signatures below, the Detroit Federation of Teachers ("the Union") and the School District of the City of Detroit ("District") agree to modify the parties' Collective Bargaining Agreement ("CBA") as follows:

1.0 Signing and Retention Bonus for Teachers in Critical Shortage Areas

The parties agree that, contingent upon available and sustainable funding, a one-time critical shortage retention bonus ("bonus") may be provided to employees who are covered by the parties' CBA (hereinafter referred to as "Employees") and who are assigned to a position in a Critical Shortage area set forth on 'Attachment A' during the 2014-2015 school year. The parties hereby agree that in order to be eligible for the bonus, employees must agree to remain in their positions for the entire 2014-2015 school year.

2.0 Duration. The term of this Agreement will begin on the execution date of this agreement and end on September 30, 2015.

3.0 Distribution. All existing employees who are assigned to a position in a Critical Shortage area set forth on 'Attachment A' during the 2014-2015 school year shall receive a one-time bonus of One Thousand and Three Hundred (\$1,300.00) Dollar payment before the end of the 2014-2015 school year.

Employees who are transferred and assigned to a Critical Shortage Area assignment after the execution of this Agreement will receive the one-time bonus on a pro rata basis.

4.0 Forfeiture of Retention Bonus. The parties agree that the Bonus is forfeited if the employee separates from Detroit Public Schools before the end of the 2014-2015 school year. In the event an employee separates from Detroit Public Schools for any reason during and/or before the 2014-2015 school year ends, the entire bonus payment will be deducted from the employee's final pay check and/or terminal pay.

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



Division of Human Resources

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ATTACHMENT A

Educator Critical Shortage Areas for 2014-2015 SY

Critical Shortage Areas

- Math (Secondary)¹
- Science/Integrated Science (Secondary)
- Aeronautics/Aviation/Aerospace Science & Technology
- Early Childhood Education – General and Special Education
- World Languages & Culture
 - Arabic (Modern Standard)
 - Chinese (Mandarin)
 - French
 - Japanese
 - Spanish
- Bilingual
 - Arabic
 - Spanish
 - Other
- Special Education
 - Autism Spectrum Disorder
 - Cognitive Impairment (includes mild, moderate, and severe cognitive impairment)
 - Emotional Impairment
 - Hearing Impairment
 - Multiple Impairment
 - Visual Impairment
 - Physical Education for Students with Disabilities
 - Physical or Other Health Impairment
 - Speech & Language Impairment

¹ "Secondary" refers to High School.