

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

This Letter of Agreement is between the Detroit Public Schools Community District ("District") and the Detroit Federation of Teachers ("DFT" or "Union"). This Letter of Agreement provides for improvements in three specific areas:

- 1) a one-time top-step new bonus payment for bargaining unit members for the 2018-2019 school year, as identified and reflected on the "LIST-CREDIT" attached hereto and containing a designation of "Y" adjacent to each classification;
- 2) (a) service credit for internal salary experience to classifications identified on the "LIST-CREDIT" attached hereto with a designation of "Y" adjacent to the classification title; and (b) service credit for external salary experience to job code 0250 as specified on the "LIST-CREDIT";
- 3) the re-payment of Termination of Incentive Plan ("TIP") funds at an earlier date than indicated in the Collective Bargaining Agreement ("CBA") between the parties.

Contract provisions not otherwise improved in this Letter of Agreement shall continue, with a contract expiration date of June 30, 2020.

1. 2017-2018 Bonus Payment

Bargaining unit members in the classifications referenced in the attached "LIST-CREDIT" with a designation of "Y" adjacent to the classification title will receive a new one-time bonus payment in the amount of \$1,373.60. The bonus will be paid as a separate check (also known as an "off-schedule and off-cycle check") in December 2018.

Bargaining unit members will be eligible for the bonus payment provided that the member was employed on or before the beginning of and throughout the second semester of the 2017-18 school year in a classification on the "LIST" and remains employed throughout the 2018-19 school year without a voluntary break in service, until such time that the bonus payment is issued. In the event that the bargaining unit member leaves the District's employment before the end of the 2018-19 school year, the District shall have the option to recover the bonus payment on a pro-rata basis through payroll deduction.

2. Professional Compensation: Improves Article 8.D as follows:

Beginning August 2018, all job classifications hired by the District, falling within the classifications identified on the "LIST-CREDIT" with a designation of "Y" adjacent to the classification title will be allowed credit on the salary schedule for all years of internal teaching service. Credit is granted only if at the time the teaching service was rendered the teacher taught full time and met the District's present minimum requirements for contract status.

Beginning August 2018, all teachers, referenced within job classification 0250 on the "LIST-CREDIT" who have not received full credit for their external teaching experience shall be given credit for all years of teaching experience. Credit is granted only if at the time the teaching service was rendered the teacher met the District's present minimum requirements for contract status.

The parties agree that the term "internal experience" refers to any teaching service performed for the District or its predecessor, the Detroit Public Schools (School District for the City of Detroit or "DPS"). The parties agree that the term "external experience" refers to any teaching service performed in a school or school district other than the District or its predecessor DPS. The District will not unreasonably deny the grant of credit to any classifications listed on the "LIST-CREDIT." The District will share with the Union, upon request, the requirements and the information utilized by the District to determine credit for external experience.

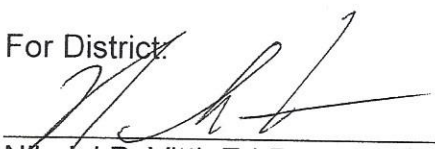
3. Termination Incentive Payment ("TIP") Payment, Article 10.C

The Termination Incentive Payment ("TIP") shall be paid out in accordance with the parties' (CBA), except that members of the bargaining unit who are owed TIP payments shall be paid such amounts by the District as a lump sum by September 30, 2018. Notwithstanding the foregoing, a member may elect to have their TIP funds deposited into an annuity. Such an election must be communicated to the District by September 1, 2018. If a member elects to have their TIP funds placed into an annuity, and makes the required election by September 1, 2018, TIP funds will be paid into their annuity by March 1, 2019.

All other terms previously agreed in the CBA will remain unchanged, including but not limited to terms contained in Article 8 and Article 10, unless improved herein.

Disputes arising from or relating to the terms of this Letter of Agreement may be submitted, processed, and resolved as a grievance under the grievance arbitration procedure of the CBA.

For District:

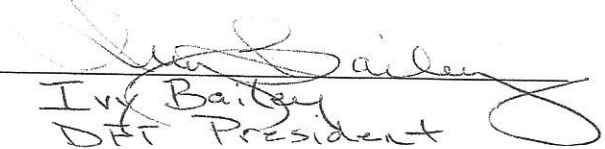


Nikolai P. Vitti, Ed.D.,
General Superintendent

Date:

5/2/2018

For the Union:



Ivy Barber
DFT President

Date:

May 2, 2018

DFT ONE-TIME TOP STEP BONUS AND INTERNAL/EXTERNAL SALARY CREDIT (LIST-CREDIT)

Job Code	Job Title	2018-19 One-Time Top Step Bonus Payment	Salary Credit for INTERNAL Work Experience	Salary Credit for EXTERNAL Work Experience
0010	Accompanist	Y	N	N
0670	Adult Education Teacher	Y	N	N
5540	Assistant Attendance Officers	Y	N	N
0020	Attendance Agent	Y	N	N
0310	Audiologist C.C.C.	Y	Y	N
A500	Behavior Specialist	Y	Y	N
CCTA	College Transition Advisor	Y	N	N
1540	Counselor (Promoted)	Y	Y	N
053R	Educational Technician (Retiree)	N	N	N
0530	Educational Technician (Subsidy)	Y	N	N
0270	Guidance Counselor	Y	Y	N
A270	Guidance Counselor (Retiree)	N	N	N
A520	IEP Compliance Specialist	Y	Y	N
A080	Instructional Specialist	Y	Y	N
0080	JROTC Instructor	N	N	N
A081	Literacy Coach	Y	Y	N
0150	Nurse Registered (Degreed)	Y	Y	N
0160	Orientation & Mobility Specialist	Y	Y	N
016R	Orientation/Mobility Spec-Retir	N	N	N
9920	President D.F.T. (Reimb)	Y	N	N
020R	Psychologist (Retiree)	N	N	N
0200	Psychologist (School Diagnostic)	Y	Y	N
A082	School Improvement Coach	Y	Y	N
0230	School Social Worker	Y	Y	N
023R	School Social Worker (Retiree)	N	N	N
A510	Spec. Ed. Transition Specialist	Y	Y	N
0620	Special Instructor	Y	N	N
0320	Speech Pathologist C.C.C.	Y	Y	N
9000	Substitute - Day to Day	N	N	N
95DRM	Substitute - Dreamkeeper	N	N	N
9130	Substitute - FMLA/LOA	N	N	N
9500	Substitute - LT/Vacancy	N	N	N
029R	Tchr-Hrly, Retiree	N	N	N
0330	Tchr-Speech/Language Impaired	Y	Y	N
0250	Teacher	Y	Y	Y
0300	Teacher - Consultant (Spec Educ)	Y	Y	N
0260	Teacher - DayTrade	Y	N	N
A033	Teacher - ESP Retiree, State CS	N	N	N
A032	Teacher - RES/ESP (CS)	N	N	N
A030	Teacher - Retiree	N	N	N
030R	Teacher Consultant Retiree	N	N	N
ARNC	Teacher-Retiree State Non-Critical	N	N	N
0190	Therapist, Music (Registred)	Y	Y	N
0170	Therapist, Occupational	Y	Y	N
017R	Therapist, Occupational (Retiree)	N	N	N
0180	Therapist, Physical	Y	Y	N
9930	Vice Pres - DFT (Reimbursement) Exec.	Y	N	N