

**Detroit Public Schools Community District (DPSCD)**  
**and**  
**Detroit Federation of Teachers (DFT)**  
**Tentative Agreement (Package)**  
**Agreements for 2020-2021**

The parties hereby agree to the following tentative agreement for a successor collective bargaining agreement to begin July 1, 2020. See attachments with respect to each numbered item.

1. Economic tentative agreement
2. Assistant Attendance Officers and Attendance Agents Compensation
3. Bonus Eligibility List by Job Classification
4. Pathway Teachers Role LOA
5. 2021-2022 School Calendar and Templates
6. Appendix – Supplements for Athletic and Extra-Curricular Activities
7. Article 3, Information
8. Article 9.A, Insurance
9. Article 24.N.1, Music and Academic Coaches Pay
10. New – Organizing Fellows
11. New – Respectful Working Environment
12. Teacher Training Support Program
13. 2020-2021 New Teacher Mentor LOA
14. 2020-2021 ESE Lead Teacher Stipend LOA
15. 2020-2021 Civic Literacy Club Advisor LOA
16. 2020-2021 School Equity Lead LOA
17. ESL/Bilingual Tuition Assistance and Endorsement Program
18. 2020-2021 Employee Referral Bonus Program LOA
19. 2020-2021 Learning Centers

The contract provisions of the successor agreement not otherwise set forth above shall continue.

This tentative agreement is contingent upon the approval of the Board of Education and the Financial Review Commission, and upon ratification by the DFT members.

For the DFT:

Terrence Martin  
Terrence Martin (Sep 24, 2020 15:00 EDT)

Lakia M. Wilson-Lumpkins  
Lakia M. Wilson-Lumpkins (Sep 24, 2020 15:51 EDT)

For the District:

Andre Poplar  
Andre Poplar (Sep 24, 2020 12:58 EDT)

Luis Solano  
Luis Solano (Sep 24, 2020 13:36 EDT)

Gwendolyn Anderson  
Gwendolyn Anderson (Sep 24, 2020 13:45 EDT)

Date: Sep 24, 2020

Date: Sep 24, 2020

Approved: \_\_\_\_\_

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

### 2020-2021 DFT Compensation

1. A one (1) year collective bargaining agreement effective July 1, 2020 and expiring June 30, 2021.
2. New teachers hired as 0250 and 0251 during the 2020-2021 academic year shall be hired at the step 11 level (base starting salary of \$51,071) and shall be incorporated into the step schedule if there is an amendment to or repeal of subsections (3) and (4) of section 1250 of the School Code, MCL 380.1250 (3) and (4) that allows their incorporation into the step schedule. In alignment with the new hire teacher salary, current teachers in job classifications 0250 and 0251 with a BA that are below step 11 shall move to step 11 (\$51,071), effective the first day of the first semester of the 2020-2021 academic year. *This shall be the only step movement for these unit members during the 2020-2021 school year.*
3. New teachers hired as 0250 and 0251 during the 2020-2021 academic year with advanced degrees beyond a bachelor's degree shall be hired at the step 11 level (base starting salary of \$58,142 - \$58,742) and shall be incorporated into the step schedule if there is an amendment to or repeal of subsections (3) and (4) of section 1250 of the School Code, MCL 380.1250(3) and (4) that allows their incorporation into the step schedule. In alignment with the new starting salary for teachers with advanced degrees, all current teachers in job classifications 0250 and 0251 with a MA, MA+30, or Doctorate that are below step 11 shall move to step 11 (\$58,142; \$58,442; \$58,742, respectively) effective the first day of the first semester of the 2020-2021 academic year. *This shall be the only step movement for these unit members during the 2020-2021 school year.*
4. (ON STEPS) DFT unit members on the teacher salary schedule currently on steps 1-14 shall move one step on the salary schedule as of the beginning of the 2020-21 school year. *DFT unit members accelerated on steps pursuant to #2 and #3 above will not receive additional step movement indicated in this paragraph #4.*
5. (TOP STEP) DFT unit members at the top step of the salary schedule shall receive a base wage increase of 2.74% as of the beginning of the 2020-21 school year.
6. (HOURLY EMPLOYEES - \$15 HOURLY RATE). All DFT unit members not on the teacher salary schedule with an hourly rate below \$15 shall be increased to a minimum hourly rate of \$15 per hour as of the beginning of the 2020-21 school year.
7. All other DFT unit members not on the teacher salary schedule shall receive a base wage increase of 2.74% as of the beginning of the 2020-21 school year.
8. Retired DFT unit members (including previously employed retirees) hired by the District after June 30, 2020 shall be placed on Step 1 according to the degree held and shall not receive any benefit, step movement, bonus, or salary increase beyond

the base salary provided on Step 1. Retired unit members currently employed by the District shall remain on their current step until they discontinue employment with the District. Retired unit members shall be considered to have zero seniority for purposes of calculating teacher service and not be eligible for any leaves other than those prescribed by law. Step 1 compensation shall be the only compensation or financial incentive received by retired unit members, unless otherwise expressly agreed upon in writing by the parties.

9. DFT unit members as identified on the Bonus Eligibility List (attached hereto) employed by DPSCD on or before November 17, 2020, and on the payroll at the time the bonus payment is issued, shall receive a \$1,500 bonus. Retired DFT unit members as identified on the Bonus Eligibility List (attached hereto) employed by DPSCD on or before November 17, 2020, and on the payroll at the time the bonus payment is issued, shall receive a \$900 bonus. These bonuses shall be paid on a pay advice separate from regular pay on or before December 15, 2020.

A unit member in a long-term substitute position on or before September 24, 2020 who remains continuously employed in a long-term substitute position, that is, without a break in service, until the end of the school year, shall receive a \$900 bonus paid on or before June 30, 2021. A break in service shall be any break, not including scheduled breaks on the school year calendar, that is longer than five (5) school days between long-term assignments.

10. The parties agree that Eid-Al-Fitr shall be a recognized observance on the 2021-2022 Calendar as negotiated in a separate Letter of Agreement and a calendar template mutually agreed upon by the parties. (District proposed LOA and calendar templates attached).

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

**Detroit Public Schools Community District  
and  
DETROIT FEDERATION OF TEACHERS**

---

**2020-2021 COMPENSATION PROPOSAL  
FOR ASSISTANT ATTENDANCE OFFICERS & ATTENDANCE AGENTS**

Assistant Attendance Officers shall be paid an annual salary based upon an hourly rate of \$15 per hour which is \$23,400.00 (8 hours × \$15/ hour × 195 days).

Attendance Agents on Steps 1-10 shall move one step on the teacher salary schedule effective the first day of the first semester of the 2020-21 academic year. Attendance Agents on Step 11 shall receive a salary enhancement bonus for the 2020-2021 Academic year equal to 2.74% of their annual salary paid in one payment on December 15, 2020 by separate pay advice.



**Detroit Public Schools Community District (DISTRICT)**

and

**The Detroit Federation of Teachers (DFT)**

*Bonus Eligibility List by Job Classification (Sorted By Job Title)*

**August 6, 2020**

Job Code	Job Descr	Eligibility	Bonus Amounts
AR90L	Day-to-Day Sub/Retiree-Limitat	NO	\$0
9000	Day-to-Day Substitute	NO	\$0
AR90	Retiree-Day to Day Sub	NO	\$0
9000	Substitute-Day to Day	NO	\$0
053R	Academic Interventionist-Retiree	YES	\$900
002R	Attendance Agent-Retiree	YES	\$900
CCTAR	College Transition Advis-Retir	YES	\$900
A270	Counselor - Retiree	YES	\$900
AMTR	Master Teacher - Retiree	YES	\$900
016RL	Orienta/Mob Spec-Retiree Limit	YES	\$900
AR95	Retiree-LTS/VAC/ W/O Benefits	YES	\$900
AR96	Retiree-Substitute/FMLA/LOA	YES	\$900
020R	School Psychologist-Retiree	YES	\$900
023R	School Social Worker - Retiree	YES	\$900
062R	Special Instructor-Retiree	YES	\$900
032RL	Speech Path Ret-Earnings Limit	YES	\$900
032R	Speech Pathologist-Retiree	YES	\$900
9130	Substitute/FMLA/LOA	YES	\$900
9500	Substitutue-LT/Vacancy	YES	\$900
029R	Tchr-Hrly, Retiree	YES	\$900
ARNC	Tchr-Retiree State NonCritical	YES	\$900
A030	Teacher - Retiree	YES	\$900
030R	Teacher Consultant -Retiree	YES	\$900
030RL	Teacher Consultant-Ret/Limitat	YES	\$900
A030L	Teacher-Retiree/Earnings Limit	YES	\$900
017R	Therapist,Occupational-Retiree	YES	\$900
APNT	Counselor - Alt Cert	YES	\$900
APTH	Teacher-Alt Cert Program	YES	\$900
0530	Academic Interventionist	YES	\$1,500
0010	Accompanist	YES	\$1,500
0380	Asst. Jrotc Instructor	YES	\$1,500
0020	Attendance Agent	YES	\$1,500
5540	Attendance Officer,Asst.	YES	\$1,500
0310	Audiologist C.C.C.	YES	\$1,500
A500	Behavior Specialist	YES	\$1,500
CCTA	College Transition Advisor	YES	\$1,500
A520	IEP Compliance Specialist	YES	\$1,500
0620	Instructor,Special	YES	\$1,500
0080	Jrotc Instructor	YES	\$1,500
0251	Master Teacher	YES	\$1,500
0150	Nurse,Registered (Degreed)	YES	\$1,500
0160	Orientation & Mobility Splst	YES	\$1,500
0200	Psychologist (School Diagnost)	YES	\$1,500
0270	School Counselor	YES	\$1,500
A082	School Improvement Coach	YES	\$1,500
0230	School Social Worker	YES	\$1,500
A510	Spec Ed Transition Specialist	YES	\$1,500
0320	Speech Pathologist C.C.C.	YES	\$1,500
0670	Tchr-Adult Ed	YES	\$1,500
0330	Tchr-Speech/Language Impaired	YES	\$1,500
0250	Teacher	YES	\$1,500
0260	Teacher - Day Trade	YES	\$1,500
0300	Teacher-Consultant(Spec Educ)	YES	\$1,500
0190	Therapist,Music (Registered)	YES	\$1,500
0170	Therapist,Occupational	YES	\$1,500
0180	Therapist,Physical	YES	\$1,500
ATSC	Training & Support Coordinator	YES	\$1,500

DPSCD Initials: AP

UNION Initials: TH

TA'D Date: Sep 24, 2020

9/22/2020

**(Incorporate into CBA)**

**Detroit Public Schools Community District (“District”)  
and  
Detroit Federation of Teachers (“DFT”)**

**PATHWAY TEACHERS**

This Letter of Agreement is between the Detroit Public Schools Community District (District) and the Detroit Federation of Teachers (Union).

**WHEREAS**, the parties acknowledge the well-documented decrease in the number of college graduates completing teacher certification programs, particularly in hard-to-staff assignments.

**WHEREAS**, DPSCD Pathway role provides opportunities for aspiring teachers, to serve students full-time while working toward certification or licensure in a two-year time-frame.

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

1. This is a role designed for individuals who are actively working towards completion of a teacher certification program while employed as a teacher of record in the District.
2. The participant must possess a bachelor’s degree (or higher) from an accredited institution with a G.P.A of 3.0 or higher (on a 4.0 scale).
3. The participant must show evidence of a major in their assigned area (30 credit hours) OR evidence of successfully passing the Michigan Test for Teacher Certification (MTTC) exam in that assignment. Physical education and music teachers may demonstrate professional experience in lieu of a major or test results but must still have a bachelor’s degree.
4. Pathways candidates are responsible for identifying and enrolling in a teacher preparation program approved by the Michigan Department of Education, although the District will provide information from available programs. Once the program requirements have been completed, the program provider makes the recommendation for the appropriate Michigan Teaching certificate and appropriate endorsements.
5. Newly hired Pathways candidates for 2020-2021 must work towards the necessary requirements to become certified and must, by April 1, 2021 demonstrate that they have passed the relevant MTTC exam for their assignment.
6. To renew the position for a second year, Pathway candidates must show proof that he or she is enrolled in a state-approved teacher certification program by May 1, 2021.
7. If Pathways candidates have not obtained Michigan teaching certification at the end of the second year (2021-2022), status in the Pathway role will be terminated and the individual will be reclassified to a day-to-day substitute.
8. A Basic Substitute Permit is required for Pathways candidates serving as teacher of record

prior to attaining certification. Permits will only be renewed for a second year if the requirements of the position are met. The District will pay for the permits.

9. Pathways candidates shall be hired at step 1 (starting salary of BA - \$38,500, MA - \$40335, MA+30 - \$40635, and Doctorate - \$40935). Candidates will remain at step 1 until they present evidence of a valid certification or license, at which time their salary will be adjusted in accordance with the provisions below.
10. Upon receipt of valid Michigan certification, Pathways candidates will be advanced to Step 11 of the teacher salary schedule. If certification is obtained by December 2020, current Pathway candidates with certification will be reclassified to 0250 status and will become eligible for all incentives, bonuses, and step movement, retroactive to August 31, 2020. As indicated in the parties' Bonus Eligibility list (attached hereto), Pathways candidates will receive a \$900 bonus – to be paid in a pay advice separate from regular pay on or before December 15, 2020. If certification is obtained by December 2020, Pathways candidates with certification will receive an additional \$600 bonus – to be paid in a pay advice separate from regular pay in or before January 2021.
11. Pathway candidates shall be eligible for health, dental, optical, employee only life insurance and sick leave and accrue ten (10) sick days per school year.
12. The parties shall meet, as necessary, to resolve any issues arising from the implementation or operation of this Pathways Program. In the event that the MDE issues new requirements or otherwise modifies the terms of this Pathways Program, then such requirements or modifications shall govern.

**THEREFORE**, by the representatives' signatures below, the parties agree to the terms (to be incorporated into the CBA) as outlined above.

For the DFT:

Terrence Martin  
Terrence Martin (Sep 24, 2020 15:00 EDT)

Lakia M. Wilson-Lumpkins  
Lakia M. Wilson-Lumpkins (Sep 24, 2020 15:51 EDT)

Date: Sep 24, 2020

For the District:

Andre Poplar  
Andre Poplar (Sep 24, 2020 12:58 EDT)

Luis Solano  
Luis Solano (Sep 24, 2020 13:36 EDT)

Gwendolyn Anderson  
Gwendolyn Anderson (Sep 24, 2020 13:45 EDT)

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**

**2021-2022 SCHOOL CALENDAR**

WHEREAS, the Detroit Public Schools Community District ("District") and the Detroit Federation of Teachers ("DFT") (collectively "the parties") share the common goal of providing the best possible education for all children;

WHEREAS, this Letter of Agreement ("LOA") signifies the parties' agreement on essential terms of the 2021-22 School Calendar represented on the attached four (4) templates ("templates"), each of which recognizes Eid Al Fitr during the school year;

THEREFORE, the parties agree as follows:

1. One of the templates (attached) will be adopted as the 2021-22 School Calendar.
2. The selection will be made pursuant to and in accordance with DFT membership ratification and Board of Education approval.
3. This LOA will not constitute or be construed to operate as a waiver by the parties of any other bargaining rights or issues relating to the 2021-22 school year.

For the DFT:

Terrence Martin

Terrence Martin (Sep 24, 2020 15:00 EDT)

Lakia M. Wilson-Lumpkins

Lakia M. Wilson-Lumpkins (Sep 24, 2020 15:51 EDT)

For the District:

Andre Poplar

Andre Poplar (Sep 24, 2020 12:58 EDT)

Luis Solano

Luis Solano (Sep 24, 2020 13:36 EDT)

Gwendolyn Anderson

Gwendolyn Anderson (Sep 24, 2020 13:45 EDT)

Date: Sep 24, 2020

Date: Sep 24, 2020

Approved: 

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



**T1: 2021-2022 - 181/186 DAYS - POST-LABOR DAY START - 07.07.20 w/Eid-Al-Fitr Observance - Short LWB**

**FIRST SEMESTER**

MON TUE WED THU FRI

**JUNE 2021**

	1	2	3	4
7	8	9	10	11
14	15	16	RC	18
21	22	23	24	25
28	29	30		

**JULY 2021**

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

**AUGUST 2021**

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

**SEPTEMBER 2021**

		TW		
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

**OCTOBER 2021**

			1	2
4	5	CD	7	8
11	12	PTC	14	15
18	19	PTC	21	22
25	26	27	28	29

**NOVEMBER 2021**

1	PD	3	4	5
8	Q2	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

**DECEMBER 2021**

		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

EL-MS Students present on 181  
 HS Students present on 181  
 Staff present for 186  
 THIS SCHOOL YEAR HAS

**SECOND SEMESTER**

MON TUE WED THU FRI

**JANUARY 2022**

3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	Q2
Q3				

**FEBRUARY 2022**

	1	2	3	RC
7	8	CD	10	11
14	15	16	17	18
21	22	23	24	25
28				

**MARCH 2022**

	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	PTC	24	25
28	29	30	31	

**APRIL 2022**

4	5	6	7	8
11	TD	TD	Q3	14
18	19	20	RC	22
25	26	27	28	29

**MAY 2022**

EID-Al-Fitr Observance				
			5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

**JUNE 2022**

		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	Q4	RC
27	28	29	30	

**Parent-Teacher Conferences:**

K-8th Grade: October 20 and March 23  
 9th-12th Grade: October 13 and March 16

August 30 is the reporting day for teachers  
 September 7 is the reporting day for students  
 June 23 last day for Students  
 June 24 last day for Teachers

**KEY:**

TW	Teacher Workday	CD	Membership Count Days
PDz	Partnership Schools - Professional Development Day	TD	High School Testing Days
PD	All Schools - Professional Development Day	PTC	Parent Teacher Conferences
NTO	New Teacher Orientation	PTC-HS	Parent Teacher Conferences - High School
TPD	Teacher Professional Development - Voluntary	RC	Report Card Day
ASPD	After-school, 1-hour professional development sessions - eighteen (18) 1-hour sessions in total to yield the equivalent approximately 2.5 Days of PD Time	S	Semester/Quarter Boundary
SSPD	Summer School Professional Development	EAF	EID-Al-Fitr Observance
		DRH	District Recognized Holiday

DPSCD Initials: <sup>AP</sup>

UNION Initials: <sup>TM</sup>

TA'D Date: Sep 24, 2020

181 DAYS

# T2: 2021-2022 - 181/186 DAYS - POST-LABOR DAY START - 07.07.20 w/Eid-Al-Fitr Observance

## FIRST SEMESTER

MON TUE WED THU FRI

### JUNE 2021

	1	2	3	4
7	8	9	10	11
14	15	16	RC	18
21	22	23	24	25
28	29	30		

### JULY 2021

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

### AUGUST 2021

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

### SEPTEMBER 2021

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

### OCTOBER 2021

		1	2	
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

### NOVEMBER 2021

1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

### DECEMBER 2021

		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

EL-MS Students present on 181  
HS Students present on 181  
Staff present for 186  
THIS SCHOOL YEAR HAS

## SECOND SEMESTER

MON TUE WED THU FRI

### JANUARY 2022

3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	Q2
Q3				

### FEBRUARY 2022

	1	2	3	RC
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

### MARCH 2022

	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

### APRIL 2022

4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

### MAY 2022

EID-Al-Fitr Observance	1	2	3	4	5	6
	9	10	11	12	13	14
	16	17	18	19	20	21
	23	24	25	26	27	28
	31					

### JUNE 2022

	1	2	3	
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
Q4	RC			

Parent-Teacher Conferences:  
K-8th Grade: October 20 and March 23  
9th-12th Grade: October 13 and March 16

August 30 is the reporting day for teachers  
September 7 is the reporting day for students  
June 27 last day for Students  
June 28 last day for Teachers

## KEY:

TW	Teacher Workday	CD	Membership Count Days
PDz	Partnership Schools - Professional Development Day	TD	High School Testing Days
PD	All Schools - Professional Development Day	PTC	Parent Teacher Conferences
NTO	New Teacher Orientation	PTC-HS	Parent Teacher Conferences - High School
TPD	Teacher Professional Development - Voluntary	RC	Report Card Day
ASD	After-school, 1-hour professional development sessions - eighteen (18) 1-hour sessions in total to yield the equivalent approximately 2.5 Days of PD Time	S	Semester/Quarter Boundary
SSPD	Summer School Professional Development	EAF	EID-Al-Fitr Observance
		DH	District Recognized Holiday

DPSCD Initials: AP

UNION Initials: TM

TA'D Date: Sep 24, 2020



# T3: 2021-2022 - 181/186 DAYS - PRE-LABOR DAY START - 07.07.20 w/Eid-Al-Fitr Observance

## FIRST SEMESTER

MON TUE WED THU FRI

### JUNE 2021

	1	2	3	4
7	8	9	10	11
14	15	16	RC	18
21	22	23	24	25
28	29	30		

### JULY 2021

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

### AUGUST 2021

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

### SEPTEMBER 2021

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

### OCTOBER 2021

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

### NOVEMBER 2021

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

### DECEMBER 2021

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

EL-MS Students present on 181  
 HS Students present on 181  
 Staff present for 186  
 THIS SCHOOL YEAR HAS

## SECOND SEMESTER

MON TUE WED THU FRI

### JANUARY 2022

3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

### FEBRUARY 2022

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

### MARCH 2022

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

### APRIL 2022

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

### MAY 2022

EID-Al-Fitr Observance	1	2	3	4	5	6
	7	8	9	10	11	12
	13	14	15	16	17	18
	20	21	22	23	24	25
	27	28	29	30	31	

### JUNE 2022

1	2	3	4	5
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

Parent-Teacher Conferences:  
 K-8th Grade: October 20 and March 23  
 9th-12th Grade: October 13 and March 16

August 24 is the reporting day for teachers  
 August 30 is the reporting day for students  
 June 23 last day for Students (Half Student Day)  
 June 23 last day for Teachers (1/2 Records Day)

181 DAYS

### KEY:

<b>TW</b>	Teacher Workday	<b>CD</b>	Membership Count Days
<b>PDz</b>	Partnership Schools - Professional Development Day	<b>TD</b>	High School Testing Days
<b>PD</b>	All Schools - Professional Development Day	<b>PTC</b>	Parent Teacher Conferences
<b>NTO</b>	New Teacher Orientation	<b>PTC-HS</b>	Parent Teacher Conferences - High School
<b>TPD-V</b>	Teacher Professional Development - Voluntary	<b>RC</b>	Report Card Day
<b>ASD</b>	After-school, 1-hour professional development sessions - eighteen (18) 1-hour sessions in total to yield the equivalent approximately 2.5 Days of PD Time	<b>S</b>	Semester/Quarter Boundary
<b>SS-AD</b>	Summer School Professional Development	<b>EID-Al-Fitr</b>	EID-Al-Fitr Observance
<b>23</b>	Combined Last Student Day and Teacher Records Day	<b>DRL</b>	District Recognized Holiday

DPSD Initials: **AP**

UNION Initials: **TM**

TA'D Date: Sep 24, 2020



