

DPSCD Initials: APUnion Initials: TM

TA'D Date:

Sep 24, 2020

## Appendix X: Supplements for Athletic and Extra-Curricular Activities

<b>Athletics – High School - Sport</b>	<b>Head Coach</b>	<b>Assistant Coach</b>
Athletic Coordinator	\$4,261	
Baseball	\$2,970	\$1,747
Basketball (Boys/Girls)	\$4,207	\$2,476
Basketball - JV (Boys/Girls)	\$2,476	\$1,457
Cheerleader	\$4,207	\$2,475
Cross Country (Boys/Girls)	\$1,979	\$1,164
Football	\$4,207	\$2,476
Football - JV	\$2,476	\$2,476
Field Hockey	\$2,945	\$1,733
Golf	\$1,962	\$1,154
Softball	\$2,970	\$1,747
Swimming - Boys	\$2,970	\$1,747
Swimming - Girls	\$2,970	\$1,747
Tennis	\$1,962	\$1,154
Track & Field (Boys/Girls)	\$3,468	\$2,040
Volleyball - Varsity	\$2,970	\$1,747
Volleyball – JV	\$1,664	\$979
<b>Athletics – K-8 - Sport</b>	<b>Head Coach</b>	<b>Assistant Coach</b>
Baseball (7-8)	\$500	
Baseball (5-6)	\$450	
Basketball - Boys (7-8)	\$500	
Basketball – Girls (7-8)	\$500	
Basketball (5-6)	\$450	
Basketball (K-2)	\$350	
Basketball – COED (3-4)	\$400	
Cheerleader (7-8)	\$400	
Cheerleader (5-6)	\$400	
Cheerleader (3-4)	\$400	
Cheerleader (K-2)	\$350	
Cross Country	\$500	
Football – Flag (7-8)	\$500	
Football – Flag (5-6)	\$450	
Football – Flag (3-4)	\$400	
Football – Flag (K-2)	\$350	
Soccer (7-8)	\$350	
Soccer (5-6)	\$350	
Soccer (3-4)	\$350	
Soccer (K-2)	\$350	
Softball (7-8)	\$500	
Softball 5-6)	\$450	
Track & Field (7-8)	\$500	
Track & Field (5-6)	\$450	
Track & Field (3-4)	\$400	
Track & Field (K-2)	\$350	
Volleyball (7-8)	\$500	
Volleyball (5-6)	\$450	

<b>Extra-Curricular Activity Supplements - Activity</b>	<b>Supplement</b>	<b>Notes</b>
Academic Games	\$3,124	
BPA (Business Professionals of America)	\$3,124	
Career Technical Student Organization (CTSO) Coach	\$3,124	
Chess Coach	\$3,124	
Civic Literacy Club	\$1000	
Dance Teacher	\$2,945	
Debate Coach	\$2,000	
DECA (formerly Distributive Education Clubs of America)	\$3,124	
Drill Team Teacher	\$2,970	
Exceptional Student Education Lead Teacher	\$3000	
HOSA – Future Health Professionals	\$3,124	
JROTC	\$3,124	
Master Teacher	\$5,000	
Music Education (GM You Make A Difference Grant)	\$3,124	
Music Education – Auxiliary	\$3,124	
Music Education – Band	\$3,124	
Music Education—Choir	\$3,124	
Music Education—Orchestra	\$3,124	
New Teacher Mentor	\$500	
Robotics Coach: 9-12	\$3,124	
Robotics Coach: 6-8	\$2,124	
Robotics Coach: 3-5	\$1,124	
School Equity Leads	\$1,500	
SkillsUSA (Vocational Industrial Clubs of America)	\$3,124	
Training and Support Coordinator	\$5,000	
Web Content Manager	\$1,000	Only one per school
5000 Role Models	\$3,124	Select sites only

**Please note:** The terms, duration, and availability of these positions are governed by the parties' agreements. This Exhibit is intended only to report the pay supplements (that is, the monetary amounts) as agreed to by the parties but does not guarantee the current availability of any position set forth herein.

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### ARTICLE 3 - INFORMATION

#### A. Unit Membership Information

A roster of names of active bargaining unit members, including amount of seniority, shall be provided to the Union on February 1, 2021 and on July 1 of each year thereafter.

The District will provide the Union a monthly roster/report of bargaining unit members, including employee name, home address on file (including city, state and zip code), employee identification number, job code, job title (description), work location (location description), work email address, personal email address (on file), personal phone number (on file), district hire date (based on historical records; "company" hire date in PeopleSoft), salary/hourly rate of pay, current step, current grade/lane, assignment code, assignment description, and school group (if location is a school). This report will be categorized alphabetically. The District may provide the report in a format such as Excel which allows for reorganization of the data.

#### B. Vacancies

On September 30, February 28, and June 1 of each year, the District will provide a report to the Union indicating existing vacancies by school or facility and subject area.

#### C. Other Information

Nothing in this article will be construed to relieve the District from any statutory obligation to provide information, records, or data upon reasonable request from the Union relevant to negotiations or to enforcement of this Agreement.



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## ARTICLE 9 – INSURANCE

### A. Group Insurance — Health/Prescription/Dental/Optical/Life

All full-time employees shall receive family health, dental, optical and employee only life insurance as provided below. The selection of health insurance providers/carriers shall be within the sole discretion of the District.

All bargaining unit members shall be required to pay a portion of the premium for health insurance as detailed below.

#### 1. Health Insurance

The current health care plans and other insurance benefits will remain in effect through December 31, 2020, except dental insurance benefits, which will remain in effect through December 31, 2021 and vision insurance benefits, which will remain in effect through December 31, 2024. The parties will engage in good-faith collective bargaining over dental insurance benefits to be effective January 1, 2022 and may do so on a coalition basis with other Unions, as soon as practicable. The parties will engage in good-faith collective bargaining over health and other insurance benefits to be effective January 1, 2021 and may do so on a coalition basis with other Unions.

Beginning 2021 plan year, dependents will be eligible for medical, dental and vision until the end of the month they turn 26.

#### 2. Dental Insurance (no changes)

#### 3. Optical Insurance

The District shall provide a comprehensive full family optical care program to all full-time employees.

#### 4. Life Insurance/Death Benefits (no changes)

#### 5. Compensable (On the Job) Injuries (no changes)

#### 6. Husband and Wife Employees

If husband and wife are both benefit eligible District employees, insurance coverage may only be elected by either the wife or the husband and will be subsidized only on the basis of one employee carrying medical, dental or vision coverage for the entire family. There shall be no individual medical, dental or vision benefit election for a husband and wife who are both regular benefit eligible District employees.

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## ARTICLE 24 – SUPPORT STAFF

### N. Music and Academic Coaches Pay

#### 1. Interscholastic Athletic Program

Vacancies for athletic positions, including head coaches, assistant coaches, and other coaching personnel, shall be announced and posted in written form on the Division of Human Resources and Talent (HR) application job board (District's hiring site).

Applications for athletic positions, including head coaches, assistant coaches, and other coaching personnel, shall be filed with HR on the District's electronic application form, and shall include all supporting documents (letter of interest, resume, and letters of recommendation) as specified in the job posting. Applications for athletic positions will not be accepted directly by the school principal and/or the school's athletic director.

Head coaches, assistant coaches, and other coaching personnel must meet all minimum qualifications in the posted athletic position, including any program specific qualifications and/or certification standards such as CPR and/or first aid.

All head coaches, assistant coaches, and other coaching personnel must be approved annually by the principal and registered in writing with the District's Athletic Department. Head coaches, assistant coaches, and other coaching personnel, including OSAS and other non-bargaining unit coaches previously hired before August 6, 2020, shall continue to serve in their coaching positions for the 2020-21 school year, at the full discretion of the principal's annual approval as long as they meet the performance expectations of the principal.

Teachers in both the girls' and boys' interscholastic athletic programs are obligated to coach at least one (1) sport each semester (two [2] sports per year) if requested to do so, except that teachers of after-school modern dance classes shall not be obligated to coach more than one (1) sport per year. The latter coaching assignment shall occur at a time mutually satisfactory to the parties.

Whenever there is a shortage of coaching staff in a particular school, other interested and qualified bargaining unit members shall be employed as coaches.

When it is determined that coaching assignments cannot be filled by bargaining unit members on the school staff, individuals may be selected from the following groups, listed in order of priority:

- a. Candidates from any other District bargaining units on the school staff.
- b. Any Other Union members from other schools.
- c. Candidates from any other District bargaining units from other schools, non-District employees from an eligibility pool established from individuals who meet the requirements outlined in the job description and who have completed a satisfactory District background check and MHSAA required coaches training for positions where such required training is needed.



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

**ORGANIZING FELLOWS**

The District recognizes that the Union will have Organizing Fellows who engage in union organizing activities on District properties.

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.

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.

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.

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## RESPECTFUL WORKING ENVIRONMENT

The following behaviors are inconsistent with a respectful working environment and are impermissible: (a) verbal abuse, which includes, but is not limited to, obscene, threatening, humiliating or intimidating language; and (b) non-verbal abuse, which includes acts that are threatening, humiliating or intimidating. Individual, group, or school-wide meetings shall not be utilized to threaten, humiliate or intimidate bargaining unit members. Employees shall suffer no retaliation for reporting incidents of concern.

The Office of Equity, Advocacy, and Civil Rights shall investigate bargaining unit member allegations of harassment, intimidation, retaliation, and discrimination that create undignified or disrespectful working environments or conditions. Substantiated claims shall be reported to the Superintendent or his/her appropriate designee(s) for corrective action, as needed.

If the Office of Equity, Advocacy, and Civil Rights does not resolve the issue(s) presented, the Union may bring such concerns, reports, or suspected violations to a Special Conference with the Office of Labor Relations who shall promptly report their findings to the Union.

If the allegation(s) remain unresolved, the Union may request a meeting (request through the Office of Labor Relations) with the Deputy Superintendent of Schools and/or the Superintendent's designee(s) within thirty (30) calendar days following the Special Conference. The Superintendent's designee(s) findings and actions to address the unit member claims shall be reported promptly to the Union.

Remedies and corrective actions of confirmed allegations may include, and shall not be limited to, appropriate counseling, reversing adverse actions, directing the training of an employee regarding proper professional conduct toward all employees and vendors, discipline and debarment to the extent permitted by law and/or other corrective actions.

Nothing shall prevent a bargaining unit employee from electing to pursue a legal or statutory remedy.



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**(Incorporate into CBA)**

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

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**Teacher Training Support Program**

The Parties recognize the importance of building capacity for the purpose of supporting and improving learning opportunities and improving teacher retention.

This includes professional development in supporting teacher success and improving learning opportunities for students in the District, especially for teachers in need of support. As such, the parties agree as follows:

- A. Teachers who receive an evaluation rating of ineffective or minimally effective shall be afforded the opportunity for paid professional development and support, which shall be in addition to the professional development provided for all Teachers during the course of the school year. Teachers who receive an evaluation rating of ineffective or minimally effective for two (2) consecutive school years shall be required by the District to attend paid professional development and support, which shall be in addition to the professional development provided for all Teachers during the course of the school year. Professional development under this section may be offered, but not required, outside the normal school day, at the discretion of the District.
- B. If the professional development provided under this section takes place during the normal school day, then the Teacher shall receive his or her regular pay. If the professional development provided under this section takes place outside the normal school day, then the Teacher shall be paid an hourly rate of \$32.50.
- C. District-selected professional development to support the Teacher's improvement shall be based on individualized teacher needs as identified by the District.

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

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**2020-2021 NEW TEACHER MENTOR  
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 New Teacher Mentor.

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 improving learning opportunities, improving teacher retention, and mentoring new teachers in the District.

WHEREAS, the Parties recognize the importance of mentoring, in supporting teacher success and improving learning opportunities for students in the District.

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

**DESCRIPTION:** The New Teacher Mentor shall be an additional position that will lead the induction experience for one or two new teachers during the 2020-2021 school year.

**SELECTION:** New Teacher Mentors will be selected according to the following:

- a. The number of new teachers at each school site.
- b. The grade band and content area of new teachers at the school site
- c. The candidate's application responses
- d. Principal input where applicable

**HOURS WORKED:** New Teacher Mentors will work 2-6 hours a week, including one-on-one meetings with their new teacher mentees, professional development activities, and team meetings at the school site.

**DURATION:** New Teacher Mentors will perform the supplemental position from August 24, 2020 until June 25, 2021 ONLY.

**RESPONSIBILITIES:**

- a. Hold regular one-on-one meetings with new teacher mentee(s).
- b. Provide technical and academic assistance to new teachers as needed.

- c. Lead and participate in team efforts at the school level to create a welcoming and supporting school culture, working with administrators, master teachers, deans of culture and other personnel as needed.
- d. Attend professional development for specialized training for the New Teacher Mentor supplemental position.
- e. Maintain an accurate log of all New Teacher Mentor activity and submit it in a timely fashion.
- f. Other activities as needed to perform the supplemental position.
- g. Build and maintain positive team spirit and energy.

**COMPENSATION:** New Teacher Mentors shall receive the following compensation:

- a. One-time Stipend of Five Hundred (\$500) Dollars for the entire 2020-2021 academic year, to be paid by separate pay advice.
- b. Hourly workshop pay for New Teacher Mentor Training and interactions that occur outside of contracted work hours.

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)

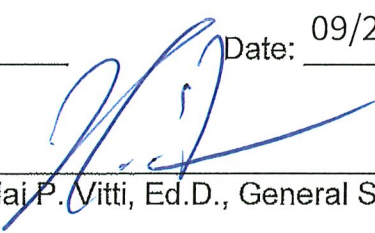
Gwendolyn Anderson

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

Date: Sep 24, 2020

Date: 09/24/2020

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

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



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

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**2020-2021 ESE Lead Teacher Stipend**

By the representatives' signatures below, the parties agree to establish responsibilities for the additional, voluntary position in the DFT Bargaining Unit of "Exceptional Student Education Lead Teacher".

**1.0 STIPEND**

DPSCD shall offer a \$3000 stipend to Exceptional Student Education Lead Teachers during the 2020-2021 academic school year only.

**2.0 ELIGIBILITY**

The Exceptional Student Education ("**ESE**") **Lead Teacher** is a volunteer position within the teacher's respective building that is approved by the building principal.

The ESE Lead Teacher must be able to work collaboratively with the building administration, staff, and ESE central office. This is a leadership role that requires leadership characteristics such as: timeliness, understanding of compliance, ability to problem solve, and a willingness to develop professionally.

Ability to process Exceptional Student Education (ESE) Enrollment Packets and Enrollment Documents.

ESE Lead Teachers must possess strong written, spoken, and interpersonal communication skills.

**3.0 RESPONSIBILITIES**

ESE Lead Teachers will provide support with scheduling and facilitating ESE team and IEP meetings, assist with compliance, provide support with professional development, and serve as liaison between the building and the Exceptional Student Education Department (ESE) in relation to all communications and correspondences.

Maintain records of all students receiving exceptional student services.

Establish a Professional Learning Community (PLC) where the focus is on student learning (regular ESE team meetings-NOT RCT).

Create a collaborative culture with a shared vision and goal.

Attend grade-level team content meetings.

Serve as a resource and provide information to team members.

Receive and maintain monthly receipts & losses for all program case managers (Resource program, ASD, EI, CI, etc.).

Apprise ESE Supervisor of needs within the building, caseload adjustments, trainable aides, etc.

Attend all professional developments as assigned and attend monthly Lead Teacher Meetings.

Utilize and support the administration of Power Schools Applications.

Assist with coordinating the ESE process in a designated building which may include: referral review, contacting ancillary service team member(s), supporting IEP development, informal observations, collecting data, convening IEPs, and coordination with staff and ESE Supervisors.

#### 4.0 DISTRIBUTION

**4.1 2020-2021 Stipend Payment:** The 2020-2021 Lead Teacher Stipend is to be paid in three increments of \$1,000.00 each. Incremental payments shall occur in November 2020, March 2021 and June 2021 and shall be by separate pay advices.

**4.2 Payment Eligibility:** The parties agree that the contract teacher must serve in the ESE Lead Teacher position for the entire academic school year in order to be eligible for the three (3) incremental payments. Stipend payments will be based upon date of appointment into the role/supplemental position.

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. Vittl, Ed.D., General Superintendent