

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

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**2021-2022 Operational School Support Supplemental Position**

**WHEREAS**, the Parties recognize the need to ensure there is adequate District staffing to monitor students' safety and mobility;

**WHEREAS**, the Parties recognize that due to COVID-19 constraints, there are greater staffing demands and a lack of personnel to respond to those demands in and around school buildings to assist with operational needs;

**THEREFORE**, the Detroit Federation of Teachers ("DFT") and the Detroit Public Schools Community District ("District") (collectively "the parties") agree as follows for the supplemental school position:

**1.0 DESCRIPTION**

The 2021-2022 Operational School Support supplemental position shall be an additional position that will work under the guidance and direction of the building principal or his/her designee during the 2021-2022 school year to assist with additional operational support and monitoring students necessary to run safe and healthy schools. The additional position may be performed not to exceed one (1) hour before school, one (1) hours after school and during other non-duty periods.

**2.0 SELECTION**

Staff members of the DFT bargaining unit may volunteer to work the supplemental position. The supplemental position is a volunteer position within the staff members' respective building. The staff member must be able to work collaboratively with building administration.

The operational school support volunteer positions will be at the discretion of the building principal. Selections shall be made from the available pool of volunteers.

**3.0 ROLES AND RESPONSIBILITIES**

The roles and responsibilities in the supplemental school position shall include but not limited to maintaining entrances and exits before and after school, assisting with student arrivals and safe dismissals and monitoring students during non-duty periods. If a situation arises while performing these responsibilities which interferes with the unit member's other roles and responsibilities (such as causing a teacher to be late to his/her classroom), the unit member shall not suffer any adverse impact or consequence as a result.

**4.0 COMPENSATION**

Bargaining unit members shall be paid an hourly rate of \$32.50. Compensation for this additional position shall be paid on a biweekly basis.

Volunteers must adhere to schools' time accounting procedures such as, signing in and out for this program to ensure that payroll records are accurately maintained.

**5.0 DURATION**

The volunteers may serve in the supplemental position from September 2021-June 2022. The voluntary supplemental position may end at any time at the discretion of the bargaining unit member, without retaliation or other adverse consequence.

Renewal of this LOA beyond the 2021-2022 academic year is subject to negotiation of a new LOA.

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.

**For the Union:**

  
Kia M. Wilson-Lumpkins (Sep 6, 2021 15:42 EDT)

**Signature**

**Signature**

Sep 6, 2021

**Date**

**For the District:**

  
Luis Solano (Sep 6, 2021 15:18 EDT)

**Signature**

  
Gwendolyn Anderson (Sep 6, 2021 15:16 EDT)

**Signature**

Sep 6, 2021

**Date**

Approved:   
Terrence Martin (Sep 6, 2021 15:16 EDT) Sep 6, 2021  
**Terrence Martin, President, Detroit Federation of Teachers**

Approved:   
Nikolai Vitti (Sep 12, 2021 14:59 EDT) Sep 12, 2021  
**Nikolai P. Vitti, Ed.D, General Superintendent  
Detroit Public Schools Community District**


# DFT\_\_2021-2022 Supplemental School Position


Final Audit Report


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