

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

2022-2023 CLASS SIZE OVERAGE SUPPLEMENTAL PAY

This Letter of Agreement ("LOA") is between the Detroit Public Schools Community District ("District") and the Detroit Federation of Teachers (DFT) to address class size overages for the 2022-23 school year.

WHEREAS the District continues to have COVID funding available to address learning loss and other problems that arose in the context of the COVID pandemic, and in recognition of the additional challenges that face teachers in the classroom post-pandemic, the parties agree to enter into this Letter of Agreement for the 2022-23 school year.

The parties agree as follows:

1. The provisions in the current DFT collective bargaining agreement that provide for additional compensation for class size overages in Article Eighteen, Class Size, Section B, Reorganization/Balancing of Classes, Compensation for Oversize Classes, shall not apply for the 2022-23 school year only, and shall be replaced with the following compensation formula, which formula will expire on June 29, 2023.

2. Compensation for in-person oversize classes shall be as follows for the 2022-23 school year only:

Teachers shall be paid a quarterly supplemental payment based on average report cards issued per quarter above and beyond the District’s current teacher allocation per grade span:

- K-3: 25
- 4-5: 30
- 6-12: 35 (with the exceptions of band, choir, secondary physical education, and JROTC)
- Alternative: 18
- ESE: statutory limits as delineated below;

Classification	Class Size Targets
ASD DHH (2 Aides)	7 Students
Dual Diagnosed	8 Students
SXI	9 Students
EI Day Treatment POHI Resource – ASD VI	10 Students
ECSE PreSchool SCI (2 Aides)	12 Students
Resource - POHI	13 Students
SCI (3 Aides)	15 Students
Early Childhood (0-3) MiCI MOCI Work Skills	15 Students

Resource Room	
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Provided the following conditions and provisions are met from the current collective bargaining agreement:

All teachers kindergarten through grade twelve (12) who do not have self-contained classrooms shall not be paid as set forth above unless their total enrollment per semester averages more than the contractual maximum.

Each class kindergarten through grade twelve (12) claiming an average size in excess of the contract maximum must first be acknowledged and recorded by the District and the Union, no earlier than the 1st semester count day and no later than the class reorganization date mutually agreed upon by the Union and the District and no later than the first report card marking.

Once recorded, the District will make all responsible efforts to reduce each oversized class enrollment to the maximum or below pursuant to mutually agreed upon procedures.

The payment to teachers kindergarten through grade twelve (12) for the first semester of the school year shall be made during the semester but no later than the second payroll in February.

The payment to teachers kindergarten through grade twelve (12) for the second semester of the school year shall be made no later than August 1st.

Oversize Amount:	Per Quarter	Annual
1+ Above	\$500	\$2,000
2+ Above	\$750	\$3,000
3+ Above	\$1,000	\$4,000
4+ Above	\$1,250	\$5,000
5+ Above	\$1,500	\$6,000
6+ Above	\$1,750	\$7,000
7+ Above	\$2,000	\$8,000
8+ Above	\$2,250	\$9,000
9+ Above	\$2,500	\$10,000
10+ Above	\$2,750	\$11,000
11+ Above	\$3,000	\$12,000
12+ Above	\$3,250	\$13,000
13+ Above	\$3,500	\$14,000
14+ Above	\$3,750	\$15,000
15+ Above	\$4,000	\$16,000

Teachers in the excluded categories above (band, choir, secondary physical education, and JROTC), whose classes exceed the class size maximum, by any number of students, shall receive a supplemental payment of **\$1,000** per quarter/ **\$4,000** annual.

2. This Letter of Agreement shall expire June 30, 2023.

3. Except as specifically indicated above, all provisions of the DFT collective bargaining agreement shall remain in effect.

THEREFORE, by the representatives' signatures below, the parties agree to the terms of the LOA as outlined above.

For the Union:


Lukia M. Wilson-Lumpkins (Sep 14, 2022 16:08 EDT)

Signature

Signature

Sep 14, 2022

Date

For the District:


Luis Solano (Sep 14, 2022 16:10 EDT)

Signature

Signature

Sep 14, 2022

Date

Approved: 
Terrence Martin (Sep 14, 2022 16:54 EDT)
Terrence Martin, President, Detroit Federation of Teachers

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