

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

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**PATHWAY COUNSELORS**

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

**WHEREAS**, the District is eliminating the role of College Transition Advisor through the District established layoff process and, has expanded the Counselor Pathway Program to support laid off college transition advisors into existing District roles.

**WHEREAS**, the parties acknowledge the well-documented need to hire more School Counselors and the desire of current DFT employees to continue employment with DPSCD in a new position that will lead to a career in School Counseling.

**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 school counselor program while employed as a School Counselor in the District.
2. The participant must apply to and be accepted into a Michigan Department of Education approved School Counselor program that includes the required 30 credit hours of graduate level School Counselor coursework. The participant must demonstrate acceptance into a program no later than January 1, 2024.
3. Pathways Counselors are responsible for identifying and enrolling in a Michigan Department of Education approved School Counselor program that includes the required 30 credit hours of graduate level School Counselor coursework. The District will provide information from available programs. Once the program requirements have been completed, the program provider makes the recommendation for the appropriate School Counselor License or endorsement.
4. New Pathway Counselors must work towards the necessary requirements to become fully credentialed as a School Counselor in Michigan and must, by July 1, 2027, demonstrate they have received a Master’s Degree in Counseling with an accompanying School Counselor License or Michigan Teaching Certification with a School Counselor Endorsement.
5. To renew the position each year, Pathway candidates must show proof that he or she is continuously enrolled in a state-approved program and that he or she has completed at least 6 credit hours per semester (or 18 credits per calendar year) or other requirements set by the program such as a practicum or internship. Failure to meet the annual requirements to renew the position will lead to the individual being reclassified to a day-to-day substitute.

6. If Pathway Counselors have not obtained a Master’s Degree in Counseling with an accompanying School Counselor License or Michigan Teaching Certification with School Counselor endorsement at the end of the 2026-2027 school year, status in the Pathway role will be terminated and the individual will be reclassified to a day-to-day substitute.
7. A Basic Substitute Permit is required for Pathway Counselor candidates serving as teacher Permits will only be renewed if the requirements of the position are met. The District will pay for the permits.
8. Pathway Counselor candidates shall be hired at step 9 (starting salary of BA - \$48,557, MA - \$54,581, MA+30 - \$54,881, and Doctorate - \$55,181, at time of signing; exact salary amounts and step placement subject to future negotiations). Candidates will remain at step 9 until they present evidence of a valid certification or license, at which time their salary will be adjusted in accordance with the provisions below.
9. Upon receipt of a valid Master’s Degree in Counseling with an accompanying School Counselor License or Michigan Teaching Certification, Pathways candidates will be advanced to Step 11 of the salary schedule (step placement subject to future negotiations).
10. Pathway candidates shall be eligible for health, dental, optical, employee only life insurance and sick leave and accrue twelve (12) sick days per school year. Pathway candidates who participate in workshops shall be paid at the current workshop rates.
11. The parties shall meet, as necessary, to resolve any issues arising from the implementation or operation of this Counselor Pathway. In the event that the MDE issues new requirements or otherwise modifies the requirements for School Counselors, then such requirements or modifications shall govern.

**For the Union:**

  
[Jason A. Posey \(May 26, 2023 13:31 EDT\)](#)

**Signature**

**Signature**

May 26, 2023

**Date**

**For the District:**

  
[Luis Solano \(May 26, 2023 14:17 EDT\)](#)

**Signature**



**Signature**

May 26, 2023

**Date**

Approved:   
[Laskia M. Wilson-Lumpkins \(May 26, 2023 14:10 EDT\)](#)

**Laskia Wilson-Lumpkins, President, Detroit Federation of Teachers**

Approved: \_\_\_\_\_  
**Nikolai P. Vitti, Ed.D, General Superintendent**