

LETTER OF AGREEMENT

between
Detroit Public Schools Community District (“District”)
and
Detroit Federation of Teachers, Local 231, AFT, AFL-CIO (“DFT”)

BEFORE AND AFTER SCHOOL SAFETY SUPERVISION – EXTRA DUTY ASSIGNMENT

WHEREAS, the District and DFT seek to ensure safe, orderly, and well-supervised student entry and dismissal procedures before and after the instructional day;

WHEREAS, the parties recognize the importance of providing structured supervision to support student safety, parent engagement, and efficient arrival and dismissal processes;

WHEREAS, additional time beyond the regular workday is necessary to ensure proper supervision of students before and after school;

THEREFORE, the parties agree as follows:

1. Participation in the before/after school extra duty assignments shall be voluntary.
2. The roles and responsibilities of the extra duty assignments shall include maintaining entrances and exits before and after school and assisting with student arrivals and dismissals. If a situation arises while performing these assignments (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.
3. All DFT bargaining unit members shall be eligible for the extra duty assignments.
4. Reporting and Payment Procedures
 - a. Employees who volunteer and are selected for this additional assignment shall record actual hours worked to receive payment.
 - b. The District shall compensate eligible staff for:
 - i. Thirty (30) minutes before the official start of the school day; and
 - ii. Thirty (30) minutes after the official end of the school day.
5. Compensation shall be provided only for actual minutes worked, beginning July 1, 2026 and for the full duration of the 2026-2027 and 2027-2028 school years, not to exceed sixty (60) total minutes per day and shall be compensated at the rate of \$32.50 per hour or higher if mutually agreed upon by the District and the Union and the contractual hourly rate for hourly employees.
6. This LOA shall remain in effect through June 30, 2028.

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 except those provisions that are inconsistent with the provisions of this letter of agreement. Disputes concerning the interpretation, application, or enforcement of the provisions of this Letter of Agreement shall be subject to the contractual grievance procedure which may culminate in final and binding arbitration under the rules and procedures of the American Arbitration Association.

SIGNATURE PAGE TO FOLLOW

By the representatives' signatures below, the parties agree to the terms of this LOA.

For the Union:



Jason A. Posey (Sep 14, 2026 13:00:08 EDT)

Signature

09/14/26

Date

For the District:



Signature

09/14/26

Date

Approved:



Lakia Wilson-Lumpkins (Sep 13, 2026 11:55:57 CDT)

Lakia Wilson-Lumpkins, President
Detroit Federation of Teachers

Approved:



Nikolai P. Vitti, Ed.D, General Superintendent
Detroit Public Schools Community District

Signature: Kara B. Randolph

Email: kara.randolph@detroitk12.org