

LETTER OF AGREEMENT

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

VOLUNTARY LUNCH DUTY PAID SUPPLEMENT 2026-2028

The circumstances leading this Letter of Agreement are as follows. The duties include the following:

- 1) To assist in the supervision of students in the lunchroom and holding areas.
- 2) To accompany and assist in supervising students to and from the lunchroom or other areas in need of student supervision and oversight.
- 3) Provide oversight to students during lunch recess.
- 4) To be an additional, supportive, understanding adult to whom students may relate and hopefully lead to a positive relationship; and
- 5) To be an example of, and provide a link between, the greater community and the school.

The Union is agreeable for its school-based staff to voluntarily perform such duties prescribed in the terms set forth below.

Accordingly, the parties agree as follows:

1. The District may ask DFT bargaining unit members to voluntarily give up their lunch period break, and during such time instead perform lunch duty services as described above. It is understood grant-funded positions that already include support in the lunchroom as part of their regular duties shall not be eligible for such additional lunch duty. 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.

2. DFT attendance agents, classroom teachers, counselors, and social workers shall be paid at the rate of \$32.50 per hour for actual time performing such duties; if the time worked in performing such duties is 45 minutes, then the pay for such work would be .75 hours (no rounding by more than .1 of hour).

Academic Interventionists shall be paid at the rate of \$24.50 per hour for the actual time performing such duties; if the time worked in performing such duties is 45 minutes, then the pay for such work would be .75 hours (no rounding by more than .1 of hour).

3. Each week those staff members performing such lunch duties must complete the Lunch Duty Payment form documenting their time worked (attached). The completed forms must then be submitted to the building principal for written approval. The building principal's secretary will be responsible for entering the time worked through the Additional Pay Module in PeopleSoft. Lunch duty time must be reported every other Friday along with the bi-weekly payroll.

4. This Letter of Agreement applies to lunch duty beginning July 1, 2026, and shall remain in effect for the 2026-2027 and 2027-2028 school years, and shall expire June 30, 2028.

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

For the Union:



Jason A. Posey (Sep 17, 2026 12:08:04 EDT)

Signature

09/17/26

Date

For the District:



Signature

09/17/26

Date

Approved:



Lakia Wilson-Lumpkins (Sep 17, 2026 11:57:28 EDT)

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

Approved:



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