

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

PATHWAY TEACHERS

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

WHEREAS, the parties acknowledge the well-documented decrease in the number of college graduates completing teacher certification programs, particularly in hard-to-staff assignments.

WHEREAS, DPSCD Pathway role provides opportunities for aspiring teachers, to serve students full-time while working toward certification or licensure in a two-year time-frame.

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 teacher certification program while employed as a teacher of record in the District.
2. The participant must possess a bachelor's degree (or higher) from an accredited institution with a G.P.A of 3.0 or higher (on a 4.0 scale).
3. The participant must show evidence of a major in their assigned area (30 credit hours) OR evidence of successfully passing the Michigan Test for Teacher Certification (MTTC) exam in that assignment. Physical education and music teachers may demonstrate professional experience in lieu of a major or test results but must still have a bachelor's degree.
4. Pathways candidates are responsible for identifying and enrolling in a teacher preparation program approved by the Michigan Department of Education, although the District will provide information from available programs. Once the program requirements have been completed, the program provider makes the recommendation for the appropriate Michigan Teaching certificate and appropriate endorsements.
5. Newly hired Pathways candidates for 2022-2023 must work towards the necessary requirements to become certified and must, by May 1, 2023 demonstrate that they have passed the relevant MTTC exam for their assignment.
6. To renew the position for a second year, Pathway candidates must show proof that he or she is enrolled in a state-approved teacher certification program by March 1, 2023.
7. If Pathways candidates have not obtained Michigan teaching certification at the end of the second year (2023-2024), status in the Pathway role will be terminated and the individual will be reclassified to a day-to-day substitute.

8. The District and the Union shall provide direction and support necessary to increase MTTC pass rates. Pathway candidates shall be provided access to MTTC preparation support by both the District and the Union.
9. DFT unit members facilitating MTTC workshops shall be paid at the current professional development consultant workshop rate of \$44.37.
10. A Basic Substitute Permit is required for Pathways candidates serving as teacher of record prior to attaining certification. Permits will only be renewed for a second year if the requirements of the position are met. The District will pay for the permits.
11. Pathways candidates shall be hired at step 9 (starting salary of BA - \$48,557, MA - \$54,581, MA+30 - \$54,881, and Doctorate - \$55,181). 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.
12. Upon receipt of valid Michigan certification, Pathways candidates will be advanced to Step 11 of the teacher salary schedule. If certification is obtained by December 2022, current Pathway candidates with certification will be reclassified to 0250 status and will become eligible for all incentives, bonuses, and step movement, retroactive to August 23, 2022.
13. Pathway candidates shall be eligible for health, dental, optical, employee only life insurance and sick leave and accrue ten (10) sick days per school year.
14. The parties shall meet, as necessary, to resolve any issues arising from the implementation or operation of this Pathways Program. In the event that the MDE issues new requirements or otherwise modifies the terms of this Pathways Program, then such requirements or modifications shall govern.

THEREFORE, by the representatives' signatures below, the parties agree to the terms (to be incorporated into the CBA) as outlined above.

For the Union:


 Lakia M. Wilson-Lumpkins (Aug 26, 2022 18:07 EDT)

Signature

Signature

Aug 26, 2022

Date

For the District:


 Luis Solano (Aug 26, 2022 18:53 EDT)

Signature


 Gwendolyn Anderson (Aug 26, 2022 18:10 EDT)

Signature

Aug 26, 2022

Date

Approved: 
 Terrence Martin (Aug 26, 2022 18:03 EDT)
 Terrence Martin, President, Detroit Federation of Teachers

Approved:  8/30/2022
 Nikolai P. Vitti, Ed.D, General Superintendent