

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

**CLASS SIZE OVERAGE SUPPLEMENTAL PAY
2024-2025 and 2025-2026**

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 2024-2025 and 2025-2026 school years.

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 2024-25 and 2025-26 school years only, and shall be replaced with the following compensation formula, which formula will expire on June 30, 2026.
2. Compensation for in-person oversize classes shall be as follows for the 2024-25 and 2025-26 school years 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
MiCI MoCI Work Skills	15 Students

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** annually.

3. This Letter of Agreement shall expire June 30, 2026.

4. 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:



Jason A. Posey (Aug 21, 2024 12:38 EDT)

Signature

For the District:



Luis Solano (Aug 21, 2024 16:07 EDT)

Signature

Signature

Aug 21, 2024

Date



Signature

Aug 21, 2024

Date

Approved:



Lakhia M. Wilton (Aug 21, 2024 12:34 EDT)

Lakhia Wilson, President, Detroit Federation of Teachers

Approved:



Nikolai P. Vitti, Ed.D, General Superintendent