

Letter of Agreement
Between The Detroit Public Schools Community District (“DPSCD”)
And
The Detroit Federation of Teachers (DFT)

ENHANCED LITERACY TEACHER TRAINING

WHEREAS, DPSCD has received \$94.4 million (literacy lawsuit settlement funds) as part of the State of Michigan’s settlement of a 2016 lawsuit alleging that the state denied the city’s schoolchildren a basic education by failing to teach them to read; and

WHEREAS, literacy lawsuit settlement funds must go toward efforts to increase reading instruction and support for students in the DPSCD; and

WHEREAS, DPSCD has decided to allocate literacy lawsuit settlement funds to spend on some DFT Bargaining Unit Members to increase compensation for professional development.

THEREFORE, the parties agree this Letter of Agreement (“LOA”) outlines the terms and conditions under which the Teacher will receive differentiated professional development compensation for attending literacy training sessions throughout the school year as follows:

- A. For the 2024-25 school year and while the district has LLS funding, the district shall provide additional/enhanced training for teachers, academic interventionists, and speech and language pathologists/teacher of speech and language pathology including but not limited to, Science of Reading, LETRS training, foundational skills block, and Orton Gillingham coursework.
- B. To accelerate learning in literacy, the District will offer literacy trainings which will focus on successfully executing the literacy block including lesson/module internalization, foundational skills block including using microphase reports and cycle assessments as well as leveraging the daily language and writing components of the curriculum needed to demonstrate reading, speaking, writing, and listening competencies. Training that is eligible for the differentiated rate will be labeled in the district’s official PD Management System, Frontline.
 - a. Eligible certified (0250) (0251) (0320 & 0330) and pathway teachers (APTH) who teach an ELA class or who have been trained in Orton Gillingham by the District and selected by the District to provide OG intervention after school and/or who attend specific District identified literacy trainings designed for the courses they teach outside of work hours will be paid a differentiated rate of \$60/hr.
 - b. Academic Interventionists (0530) who have been trained in Orton Gillingham by the District and selected by the District to provide OG intervention after school will be paid a differentiated rate of \$45/hr."
- C. Such training shall be offered prior to the start of the 2024-25 school year, during the school year, and after the conclusion of the 24-25 school year and continued while the district has LLS funding.

Required Literacy Trainings

- a. All K-5 credentialed and pathway teachers who teach ELA not enrolled in a LETRS course must attend 3 days of Science of Reading training offered on District PD days. Eligible teachers who miss one or more of the required Science of Reading PD Day trainings will be

required to participate in the corresponding makeup training which will be offered outside of work hours and will be paid their hourly rate.

- b. Two-(2)-day Expeditionary Learning (EL) Foundational Skills Academy: During this PD, all certified and pathway teachers who teach K-4 students will complete grade-specific training on the structure of foundational skills materials in the EL curriculum for use in the foundational skills block (K-2) and small group (3-4). Eligible teachers who miss one or more of the required EL training courses will be required to participate in corresponding makeup trainings which will be offered outside of work hours and will be paid their hourly rate.
- D. Teachers are encouraged to receive their LETRS certification but are not required. Eligible certified or pathway K-5 ELA teachers who complete the LETRS program (volumes 1 and 2) will receive the differentiated pay rate of \$60/hr. for completion of training offered outside of work hours.
- a. Eligible teachers who receive their certificate of completion for volume 1 within one year of starting volume 1 program will receive an additional \$5,000 stipend.
 - b. Eligible teachers who completed volume 1 and receive a certificate of completion for volume 2 will receive an additional \$2,500 stipend if they complete volume 2 within one year of starting volume 2.
 - c. Eligible teachers who registered through Frontline and previously completed the LETRS program since 2020 Volume 1 and were paid the District PD rate will receive the \$5,000 stipend. Eligible teachers who previously completed the LETRS program Volume 2 and were paid the District PD rate will receive the \$2,500 stipend.
 - d. The District will provide teachers with the appropriate completion and attendance records to be eligible for compensation.
- E. The District recognizes the need to provide additional training for all certified and pathway teachers and Speech and Language Pathologists/Teachers of Speech and Language Pathology at schools with concentrated populations of multilingual learners (MLL).
- a. In order to comply with the spirit of the Literacy Litigation (LLS), all certified and pathway core (ELA, Math, Science, Social Studies) teachers at schools (predetermined and listed later in this document) where 50% or more of students are MLL, shall be offered the opportunity to complete professional development as set forth below. Such training shall be offered during Summer, on Professional Development Days, and/or outside of regular work hours during the school calendar while the District has LLS funding.
 - b. Eligible certified and pathway core (ELA, Math, Science, Social Studies) shall be offered the opportunity to participate in 30 hours of MLL intensive training (over multiple full or part day sessions). Sessions will cover topics on English Language Development levels and needs, appropriate accommodations and modifications in core classrooms, cross cultural competency and agility, and home-school communication strategies. Eligible trainings that count towards the 30-hour requirement will be labeled in the District's official PD Management System, Frontline. The Multilingual Department will provide a calendar of training options to eligible schools.
 - c. Current staff who elect to complete the training will complete the training prior to the start of the 2025-26 school year. In future years, new hires will complete the 30 hours of training during Summer Academies.
 - d. Teachers and eligible members participating in eligible MLL training outside of work hours shall be paid \$60/hr. Outside of work hour trainings that are eligible for the differentiated rate will be labeled in the District's official PD Management System, Frontline.
- F. The District recognizes the need to provide additional training for multilingual academic interventionists and academic interventionists at schools with concentrated populations of multilingual learners (MLL).

- a. All Multilingual designated Academic Interventionists and Academic Interventionists at schools (predetermined and listed later in this document) where 50% or more of the students are MLL are required to participate in monthly training.
 - b. Sessions will cover topics on English Language Development levels and needs, appropriate accommodations and modifications in core classrooms, cross cultural competency and agility, and home-school communication strategies.
 - c. Training will include both during work hours and outside of work hour training. Eligible AI's who participate in outside of work training will be paid \$45/hr. Outside of work hour trainings that are eligible for the differentiated rate will be labeled in the district's official PD Management System, Frontline.
- G. The additional training shall occur after school hours (for a maximum of 3 hours), on Saturdays (for a maximum of 6 hours), during Summer (for a maximum of 6 hours).
- H. Only staff identified in section 'B' above are eligible for the enhanced pay rate.
- I. Teachers who receive an evaluation rating of needing support must engage in supplemental paid professional development and additional ongoing coaching support. This professional development and coaching shall be in addition to the professional development and direct support provided to all Teachers during the school year. Professional development under this section will be required, outside the normal school day, at times published by district. This professional development and ongoing coaching that occurs outside of schoolwork hours will be paid at the rate of \$60/hr This professional development may be offered on Saturdays, but staff shall not be required to attend weekend sessions.

List of Schools Determined to have 50% or more of Students who are MLL:

1. Academy of the Americas (both campuses)
2. Bennett
3. Clippert
4. Davison
5. Detroit International Academy for Young Women
6. Earhart
7. Harms
8. Western
9. Western IMPACT
10. Maybury
11. Munger
12. Neinas
13. Priest
14. Roberto Clemente

The parties agree that this LOA will expire when literacy lawsuit settlement funds have been exhausted.

For the Union:


For the District:

Signature

Jason A. Posey (Dec 13, 2024 12:24 EST)
Signature
12/13/24
Date

Signature

Luis Solano (Dec 13, 2024 12:04 EST)
Signature
12/13/24
Date

Approved: 
Laskia Wilson-Lumpkins (Dec 18, 2024 16:01 EST)
Laskia Wilson-Lumpkins, DFT President

Approved: 
Nikolai Vitti, Ed.D., General Superintendent