

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

PROFESSIONAL COMPENSATION

WHEREAS, the Detroit Public Schools Community District (DPSCD) and Detroit Federation of Teachers (DFT) negotiated a two-year agreement for 2024-2025 and 2025-2026;

WHEREAS, the negotiated agreement included a new salary schedule #1 for Teacher/Instructional Personnel and terms for how placement on the previous salary schedule translated to the new salary schedule;

WHEREAS, the negotiated agreement stipulated a review process for DFT unit members with a hire date before July 1, 2020 allowing for placement on the new salary schedule #1 based on their total years of internal and external creditable service and according to the degree held;

WHEREAS, DPSCD and DFT value the experience of all instructional staff and seek to provide a similar review process for members hired on/after July 1, 2020;

THEREFORE, the parties agree this Letter of Agreement (“LOA”) outlines the terms and conditions under which DFT unit members on salary schedule #1 with a hire date on/after July 1, 2020 may receive additional credit for years of internal and external creditable service and according to the degree held:

- A. **Existing Negotiated Step Movement:** DFT unit members on Salary Schedule #1 shall advance in accordance with the terms in the 2024-2026 Agreement (step 3 moves to step 4, step 4 to step 5, etc.)

- B. **Review Process for Additional Credit:** A review process shall be put into place for DFT unit members on Salary Schedule #1 with a hire date on/after July 1, 2020 and before July 1, 2024. Such a review process will assess their total years of internal and external creditable service. If the total years of internal and external service exceed the member’s current step placement, he or she may be accelerated up to a maximum of two (2) additional steps on Salary Schedule #1,

beyond the previously negotiated step movement. For example, an employee currently on step 6 with 8 years of creditable experience, as reasonably determined by the employer, will advance to step 7 in accordance with the terms of the parties' collective bargaining agreement and then at the same time be accelerated two additional steps to step 9. To give another example, an employee currently on step 6 with 7 years of creditable experience, as reasonably determined by the employer, will advance to step 7 in the next school year and then at the same time be accelerated one additional step to step 8. To give another example, an employee currently on step 6 with 10 years of creditable experience, as reasonably determined by the employer, will advance to step 7 in the next school year and then at the same time be accelerated two additional steps to step 9.

- C. Any step movement that is the result of (B) above is effective with the first pay period of the academic calendar year.
- D. **Effective Date:** Changes to employee steps based on the review process outlined in B will be effective the first pay period of the 2025-2026 school year.

For the Union:


Jason A. Polzy (Mar 20, 2025 19:49 EDT)

Signature

03/20/2025

Date

For the District:



Signature

03/20/2025

Date

Approved: 
Lokia Wilson-Lumpkins (Mar 20, 2025 19:51 EDT)

Lokia Wilson-Lumpkins, DFT President

Approved: 

Nikolai Vitti, Ed.D., General Superintendent