

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

HIGH SCHOOL SCHEDULES

WHEREAS, the Detroit Public Schools Community District (DPSCD) is committed to reimagining the high school experience through High School Redesign to better serve the educational needs and aspirations of its students;

WHEREAS, DPSCD and the Detroit Federation of Teachers (DFT) support initiatives that enhance the educational environment while also ensuring fair compensation and working conditions for teachers;

WHEREAS, the High School Redesign concept requires additional periods during the high school day for students to obtain more graduation credits and engage in relevant dual enrollment and career-connected coursework;

WHEREAS, the current collective bargaining agreement under Article Seven, Part 2. d "High School Day" specifies the structure of the high school day and the typical procedure to deviate from the regular schedule;

THEREFORE, the parties agree this Letter of Agreement (“LOA”) outlines the terms and conditions under which high school schedules will operate and the corresponding payment teachers will receive to operate in such schedules:

- A. **Modification to Class Scheduling:** Beginning with the academic year 2025-2026, Southeastern High School, which is moving to the high school redesign model, may operate on an 8-period student school day. Teachers in these high schools shall teach up to six (6) periods per day, while still maintaining the existing seven (7) hours and twenty (20) minutes, which shall include a fifty (50) minute duty free lunch. In addition, all class periods at the high schools shall be at least fifty (50) minutes long. Beginning with the 2026-2027 academic year, other non-examination high schools may move to the high school redesign model.
- B. **Preparation Periods:** Starting with the academic year 2026-2027, each non examination high school teacher shall have one (1) fifty (50) minute preparation period daily. Examination high school teachers shall receive the same

preparation period that they are entitled to under the parties' collective bargaining agreement.

- C. **Compensation for 6th Teaching Period:** Teachers assigned to teach a sixth period will receive additional compensation equivalent to one-sixth (1/6) of their daily rate for each day they teach the sixth period. Teachers who are not assigned to teach a sixth period shall instead be provided with an additional preparation period to the period provided in (B) above and shall not receive any additional compensation.
- D. **Lost Preparation Time:** The procedure for lost preparation time shall be consistent with Article 7 Section B "Procedure for Lost Preparation Time" which states "When a teacher's preparation period must be assigned for other purposes, the assignments shall be rotated so that all of the staff shares these burdens equitably."
- E. **Compensation for Missed Preparation Time:** For teachers who are not assigned to teach a sixth period such teachers shall be compensated for one lost preparation period only if they lose more than five (5) preparation periods in a week.
- F. **Schedule Deviations:** For high schools that have moved to the high school redesign model described above, the redesign schedule shall be the accepted schedule. Any high school that wishes to deviate from the redesign schedule will follow the process for establishing schedule deviations in Article VII B(2)(d) of the parties' collective bargaining agreement.

Nothing in this Letter of Agreement shall operate or be construed to waive, amend, abrogate, or release from any provisions of the collective bargaining agreement between the parties, including but not limited to provisions regarding scheduling. Disputes concerning the interpretation, application, or enforcement of the provisions of this Letter of Agreement shall be subject to the contractual grievance procedure which may culminate in final and binding arbitration under the rules and procedures of the American Arbitration Association.

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