

Letter of Agreement

Between The Detroit Public Schools Community District ("DPSCD")
And
The Detroit Federation of Teachers (DFT)

ESL/ Bilingual Tuition Assistance and Endorsement Program

As the success of English Learners is dependent upon having certified teachers with English as a Second Language (ESL) and Bilingual (i.e., Spanish, Arabic, other) Endorsements, the Parties agree that the District, in collaboration with Michigan approved Educator Preparation Providers partnering with the District, shall provide teachers with ESL/Bilingual Endorsement educational opportunities and tuition assistance.

To that end, the District has created the ESL/Bilingual Tuition Assistance and Endorsement Program to provide teachers the opportunity to receive tuition support while enrolled in teacher preparation coursework taken at select Michigan approved Educator Preparation Providers towards obtaining the ESL/Bilingual Endorsement. In effectuation of this program, the parties agree as follows:

1. Participants in the Program must be full-time certified teachers employed by the District at an assigned school who agree to enroll in a District-approved program with a Michigan approved Educator Preparation Provider.
2. Teachers successfully completing the Program must provide transcripts or proof of program completion with ESL/ Bilingual college credit hours acceptable to the District, and an ESL/Bilingual endorsement.
3. Teachers participating in the Program agree to complete the required courses within three (3) years from starting the Program.
4. Teachers participating in the Program agree to submit for review successful completion of all certification requirements within the same three (3) year period, including submitting a passing score on the Michigan Test for Teachers Certification (MTTC) Bilingual Endorsement/ESL test.
5. Teachers that fail to complete the Program requirements, including but not limited to passing the ESL/ Bilingual Endorsement test within three (3) years, will be required to reimburse the portion of costs, tuition, and fees paid by the District on behalf of the teacher. Such reimbursement shall occur through District payroll deduction. Such Teachers who do not complete the Program requirements due to extenuating, medical, or other circumstances beyond the Teacher's control, may be excused from reimbursement at the District's discretion, which shall not be unreasonably exercised.
6. Any teacher enrolled in the Program that experiences a life event that prevents the completion of the Program requirements within three (3) years, may submit an extension in writing, to the District's Office of Bilingual Education stating the reason for the extension request. The District may agree or deny such extension request at the District's discretion, which shall not be unreasonably exercised.
7. Teachers enrolled in the Program shall remain employed as a teacher in the classroom with the District for a minimum of four (4) years from the start of the Program, and failure to remain voluntarily with the District, subject to the conditions set forth above, will require the Teacher

to reimburse to the District the cost of tuition and fees paid on the teacher's behalf while in the Program. The reimbursement will be on a prorated basis, and shall occur through District payroll deduction. If a Teacher remains employed with the District for one school year, the Teacher's reimbursement will be 75% of the full cost of tuition and fees paid by the District; if a Teacher remains employed for two school years, the Teacher's reimbursement will be 50%; if a Teacher remains employed for three school years, the Teacher's reimbursement will be 25%. In addition, Teachers unable to complete the four (4) years service requirement due to extenuating, medical, or other circumstances beyond the teacher's control, may be excused from reimbursement at the District's discretion, which shall not be unreasonably exercised.

8. Subject to the terms of the Collective Bargaining Agreement, the District shall allow teachers to use one of the three designated Professional Development ("PD") Days for PD specific to the Office of Bilingual Education and Related Programs, as determined by the District's Office of Curriculum and Instruction.
9. Newly hired teachers (0250, 0251 and associated retiree job codes) who hold a valid ESL/Bilingual endorsement serving in an ELL/Bilingual position and who are assigned to a school with an ELL population of 50% or higher shall receive a one-time recruitment bonus of \$2,500. Such bonus will be paid after successful completion of one (1) full semester of teaching, and shall be paid out in June.
10. Current teachers (0250, 0251 and associated retiree job codes) who hold a valid ESL/Bilingual endorsement serving in an ELL/Bilingual position and who are assigned to a school with an ELL population of 50% or higher shall receive a one-time retention bonus of \$5,000, provided the teacher successfully works and completes both full semesters during the school year. Such bonuses will be paid in two separate equal payments in December and June. Teachers enrolled in a District-approved program as outlined in item #1 are eligible for such a bonus the semester in which they complete the program and obtain an endorsement.

For the Union:


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

Signature

03/20/2025

Date

For the District:



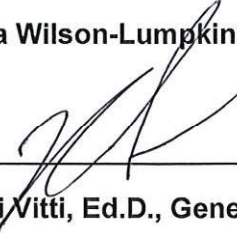
Signature

03/20/2025

Date

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

Lakia Wilson-Lumpkins, DFT President

Approved: 

Nikolai Vitti, Ed.D., General Superintendent