

**Settlement Agreement**  
**The Detroit Public Schools Community District and**  
**The Detroit Federation of Teachers**  
**ACADEMIC INTERVENTIONIST SICK LEAVE**

This Agreement is between the Detroit Public Schools Community District (District) and the Detroit Federation of Teachers (DFT or Union) in settlement of the DFT grievance alleging that the District violated Article 11, Section A.2 (Accumulation and Carryover of Sick Days) in not providing Academic Interventionists the same sick leave benefits as other salaried bargaining unit members under the parties' collective bargaining agreement. The parties have agreed to resolve the grievance according to the terms set forth below.

Accordingly, the parties agree as follows:

1. A bargaining unit member who was employed as an Academic Interventionist as of September 15, 2023, and is currently employed as an Academic Interventionist, shall have two (2) additional sick days added to their current personal sick leave bank.


A bargaining unit member who was employed as an Academic Interventionist as of September 15, 2022, and is currently employed as an Academic Interventionist, shall have four (4) additional sick days added to their current personal sick leave bank.

A bargaining unit member who was employed as an Academic Interventionist as of September 15, 2021, and is currently employed as an Academic Interventionist, shall have six (6) additional sick days added to their current personal sick leave bank.

2. This Agreement is a full and complete resolution and release of the aforementioned grievance and any and all claims, grievances and related issues pertaining to the sick leave of Academic Interventionists prior to the date of this Agreement. The parties' execution of this Agreement shall not be construed as an admission of liability or other concession or waiver on the part of any party.

**THEREFORE**, by the representatives' signatures below, the parties agree to the terms of the LOA as outlined above.

**For the Union:**

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

Signature

03/20/2025

Date

**For the District:**



Signature

03/20/2025

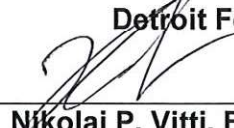
Date

Approved:

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

Lakia Wilson-Lumpkins, President  
Detroit Federation of Teachers

Approved:

  
Nikolai P. Vitti, Ed.D, General Superintendent  
Detroit Public Schools Community District