

**Letter of Agreement
between
Detroit Public Schools Community District ("District")
and
Detroit Federation of Teachers ("Union")**

2025 and 2026 SUMMER SCHOOL PROGRAMS

WHEREAS, a need exists to increase summer opportunities for K-12 students across District summer school sites, particularly for high-needs students whose learning gaps continue to expand and cause disproportionate compounded learning losses, and

WHEREAS, the Ballmer Foundation and the United Way of Southeast Michigan have made a funding commitment through Summer 2026, and

WHEREAS, the District and the Union share the common goal of supporting student learning opportunities during the summer for the purpose of academic support and enrichment activities, and

WHEREAS, the District has received a grant from the Ballmer Foundation ("Ballmer Grant") to augment the District's summer school programs but with specific program requirements, including but not limited to a maximum student-to-teacher ratio of 25 to 1 only in Ballmer funded classrooms, which requirements the parties acknowledge must be followed in classes supported by the Ballmer Grant.

WHEREAS, there may be additional locations identified as K-8 Summer School sites that contain Compensatory Education Hubs. These Compensatory Education services shall be provided during the hours of the regular Summer School Program day and services shall be paid at the summer school programs rate of pay.

THEREFORE, the Detroit Federation of Teachers ("DFT") and the Detroit Public Schools Community District ("District") (collectively "the parties") agree as follows for the Summer School Program:

1. PROGRAM SCHEDULE

a) K-8 Summer Academic and Enrichment Program from June 23 to July 25 (Monday-Friday)

The District will offer full day summer school programming for K-8 students. Summer school activities shall occur Monday through Friday. The program will include four (4) hours of academic support in the morning followed by a half (0.5) hour of lunch and three (3) hours of enrichment in the afternoon. The District will have early and late start schools to accommodate bus schedules. The District will use its best efforts to determine and publicize which schools will be early start and which will be late start by no later than April 1, 2025.

Early start school staff arrive at 7:30am. with students arriving at 8:00am. The first half hour of the workday (7:30am - 8:00am) shall serve as an on-site teacher preparation period. Academic instruction occurs between 8:00am and 12:00pm. The last half hour of the academic workday (12:00pm to 12:30pm) shall serve as an onsite lunch/second preparation period for the teacher. Staff working the academic portion only leave at 12:30pm. Student enrichment is from 12:30pm - 3:30pm. Students dismiss at 3:30pm and enrichment staff leave at 4:00pm.

Late start school staff arrive at 8:15am with students arriving at 8:45am. The first half hour of the workday (8:15am - 8:45am) shall serve as an on-site teacher preparation period. Academic instruction occurs between 8:45am and 12:45pm. The last half hour of the academic workday (12:45pm to 1:15pm) shall serve as an onsite lunch/second preparation period

for the teacher. Staff working the academic portion only leave at 1:15pm. Student enrichment

is from 1:15pm-4:15pm. Students dismiss at 4:15pm and enrichment staff leave at 4:45pm.

b) High School Recovery Summer School Programs will begin on June 23, and end July 25 (Monday-Friday).

The summer school day for high school students shall be four (4) hours in length. The summer school staff workday shall occur Monday-Friday between the hours of 8:30am to 1:30pm. The first half hour of the workday (8:30am - 9:00am) shall serve as an on-site teacher preparation period. The next four hours (9:00am - 1:00pm) shall be slotted for direct student instruction and support. The last half hour of the workday shall serve as an onsite lunch/second preparation period for the teacher.

c) Kindergarten Bootcamp from June 23 to July 25 (Monday-Friday).

The District will offer AM summer school programming for incoming Kindergarten students. The program will include four (4) hours of academic support in the morning provided by one certificated teacher and one Academic Interventionist. Students will leave at the end of the academic program.

d) Summer Bridge Program will occur over 10-day student program between June 23 and July 25 (Monday-Friday).

Bridge programs will run a 4- or 6-hour program per decision by principals. School start and end times will be established by school principal between 8:00 - 9:30am start. Staff will work the full program including 30 minutes prior to the start and staying 30 minutes past the program end. Bridge programs will be located at their high school.

e) There are two exceptional student education programs that operate during the summer months: 1) Extended School Year (ESY) Programs (MOCI, ASD, EI, DD, etc.), which operate on a half-day schedule with the exception of the Work Skills Program at Charles Drew, which will be a full day and 2) the "200-Day Program" (SXI, SCI, etc.), which operate on a normal full-day schedule

ESY will begin on July 7 and end on August 8 (Monday-Friday).

For ESY, the District will offer half day extended summer school programming for center-based- program students, except the Work Skills Program at Charles Drew, which will be full day. Summer school activities shall occur Monday through Friday. The District will have an early and late start program.

The workday for the early start program is as follows: the first half hour of the workday (7:00am - 7:30am) shall serve as an on-site teacher preparation period. The next four hours (7:30am - 11:30am) shall be slotted for direct student instruction and support. The last half hour of the workday shall serve as an onsite lunch/second preparation period for the teacher.

The workday for the late start program is as follows: the first half hour of the workday (8:30am - 9:00am) shall serve as an on-site teacher preparation period. The next four hours (9:00am - 1:00pm) shall be slotted for direct student instruction and support. The last half hour of the workday shall serve as an onsite lunch/second preparation period for the teacher.

The workday for Charles Drew Work Skills program is as follows: - the first half hour of the workday (8:30am - 9:00am) shall serve as an on-site teacher preparation period. The next six hours (9:00am - 3:00pm) shall be slotted for direct student instruction and support.

2. PROGRAM WAGES AND STAFF REQUIREMENTS

Summer School Programs Rate of Pay: All DFT unit members on the teacher's salary schedule working in a summer school program (inclusive of ESY) shall receive \$60.00 per hour, Academic Interventionists will be paid \$32.50 per hour

200-Day Program Rate of Pay: Bargaining Unit members who staff the "200-Day" Program shall receive their daily rate of pay.

A. 200 Day Program Leave Days DFT bargaining unit members working the 200- Day Program in center-based school sites will receive an additional two (2) sick days in his/her illness bank.

B. Attendance. Bargaining unit members who apply and are hired to work a summer school program (including ESY) must be available to serve in an in-person capacity the entire Summer School program. Any bargaining unit member who is absent for more than three (3) workdays shall be released from their summer assignment and shall not be entitled to any further unearned summer school compensation. Bargaining unit members working the 200 Day Program are subject to the same attendance-related processes and procedures as the regular school year.

C. Professional Development. Staff selected to work the Summer Academic and Enrichment Program, High School Credit Recovery Program, or the Exceptional Student Education Program, must complete required professional development facilitated by the District and or work-site administrator.

- **K-8 Summer Academic, High School Credit Recovery, High School Bridge:** Professional development for participating summer school program teachers shall occur for four days: June 16 through June 20, 2025. No training will be provided on Juneteenth, this will be an unpaid day off for summer school staff. Bargaining unit members shall be compensated at the summer school rate (as reflected above) for all professional development required by the District and/or building principal.
- **ESE Extended School Year:** Professional development for participating summer school program teachers shall occur for three days: July 1 through July 3, 2025. No PD will be offered, and staff will not be paid for June 30 and July 5. Bargaining unit members shall be compensated at the summer school rate (as reflected above) for all professional development required by the District and/or building principal.

3. CLASS SIZE

Pursuant to the DFT-CBA Article 18, Section A.8, class size maximums apply to summer school, with the exception of classes subject to the Ballmer Grant, in which case the class shall have a maximum student-to-teacher ratio of 25:1. The parties agree that there may be exceptions to such class-size maximums subject to the parties' agreement. Reasonable efforts shall be made to have oversize classes shared equitably in the area of grade and/or subject assignments. In addition, the District shall conduct walk throughs and visits with DFT representatives upon the DFT's request to ensure that the District is making such reasonable efforts to balance class size. Nothing in this Letter of Agreement shall be construed or applied to alter, amend, or abrogate any provision of the parties' collective bargaining agreement or any Tentative Agreement, including but not limited to Article 18, except as provided herein.

4. This letter of agreement shall expire at the conclusion of the 2026 summer school program. Summer school dates for the 2026 program will be provided by January 31, 2026, and will match program length as the 2025 program.
5. The District agrees to promptly notify the DFT if there are any new schools to be added to the District's summer school program other than what has already been communicated.
6. The LOA is contingent on The Ballmer Foundation and The United Way maintaining funding for programming. If funding is not continued, the District will notify the DFT as soon as possible, and the LOA will be void but subject to possible renegotiation.

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

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