

Letter of Agreement (LOA)

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

Autism Spectrum Disorder & Emotional Impairment Teacher Development and Endorsement Program

As the success of students diagnosed with Autism Spectrum Disorder or Emotional Impairments is dependent upon having certified teachers with Autism Spectrum Disorder (ASD) and Emotional Impairments (EI) Endorsements, the Parties agree that the District, in collaboration with Michigan approved Educator Preparation Providers partnering with the District, shall provide teachers with ASD-related educational opportunities, tuition assistance, along with additional compensation and professional learning to enhance their skills.

To that end, the District has created the ASD & EI 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 ASD & EI Endorsement as well as additional compensation for general education teachers providing support to students diagnosed with ASD.

In effectuation of this program, the parties agree as follows:

1. Participants in the Program must be full-time certified teachers who agree to enroll in a District-approved program with a Michigan approved Educator Preparation Provider. While enrolled in the program, participants shall be assigned to an ASD or EI classroom provided the District receives a "Special Education Teacher Approval" (renewable annually with successful completion of 6 credit hours of coursework verified by the Educator Preparation Provider) for the assignment in accordance with Michigan Administrative Rules for Special Education (MARSE).
2. Teachers successfully completing the Program must provide transcripts or proof of program completion with college credit hours acceptable to the District, and an ASD or EI 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) ASD or EI test.
5. Teachers that fail to complete the Program requirements, including but not limited to passing the ASD or EI 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 Human Resources stating the reason for the extension request. The District may agree or deny such extension requests 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 six (6) 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 six (6) service year 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. Current general education teachers (0250, 0251, and associated retiree job codes) who hold a valid ASD & EI endorsement and are not currently assigned to an ASD & EI self-contained classroom, who agree to accept an ASD & EI self-contained assignment in the second semester of the 2025-2026 school year, shall receive a one-time transition bonus of \$5,000 paid in one lump sum in June at the end of the school year. The payment shall be in a separate pay advice. Teachers must remain in the assignment for the full semester and be active at the time of payment.
9. Current general education teachers (0250, 0251 and associated retiree job codes, including Long Term Substitutes teaching in a vacancy for at least a full academic quarter) who have a student assigned to their class roster during the 2025-2026 school year for at least five (5) school days, who, at any point in the year is evaluated by the District's approved Exceptional Student Education (ESE) evaluators and such evaluation leads to that student being assigned to an ASD, EI, Dual Diagnosis, or Cross Categorical self-contained program as part of the student's IEP, shall receive an ESE support stipend in the amount of \$500 per student per marking period (quarter) that the student is assigned to the general education teacher's roster. Such general education teachers are also eligible for enhanced professional development rates of \$ 60.00 per hour to engage in relevant ASD & EI-related professional learning provided by the ESE department outside of regular school hours. The District and Union shall meet to discuss the ESE support stipend and enhanced professional development rate beyond the 2025-2026 school year.
10. 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 except those provisions that are inconsistent with the provisions of this letter of agreement. 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.

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

For the Union:



Jason A. Posey (Mar 12, 2026 15:02:33 EDT)

Signature

03/12/26

Date

For the District:



Signature

03/12/26

Date

Approved:



Lokia Wilson Lumpkins (Mar 12, 2026 14:59:45 EDT)

Lokia Wilson-Lumpkins, President
Detroit Federation of Teachers

Approved:



3/12/26

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