Letter of Agreement
between
The Detroit Public Schools Community District ("DISTRICT")
and
The Detroit Federation of Teachers ("DFT")

BLENDED LEARNING
DETROIT LIONS ACADEMY CREDIT RECOVERY

WHEREAS, the Detroit Federation of Teachers ("DFT") and the Detroit Public Schools Community District ("District") (collectively "the parties") agree that there is a need to provide virtual learning instruction services to a limited universe of students assigned to Detroit Lions Academy online, as these courses are necessary to complete courses during periods of time where in-person learning is not possible on a case-by-case basis as determined by the Code of Conduct Office and building Principal of Detroit Lions Academy; and

WHEREAS, the District's Detroit Lions Academy, an alternative school for grades 6-12, will be concurrently offering virtual classes to students removed from in-person learning, which can be implemented by teachers in accommodating students' learning needs.

THEREFORE, the parties agree as follows for the 2026-27 and 2027-28 school years:

1. As used in this agreement, "blended learning" shall be defined as follows:

2. "Blended learning means a teacher providing direct instruction to one or more students who are attending to the teacher in-person/face-to-face, and the teacher simultaneously also providing the same direct instruction to one or more students who are attending to the teacher virtually, via TEAMS. It does not involve any kind of credit recovery instruction provided through a computer program."

3. DFT teachers in the following job codes -- Teachers (0250), Retiree Teachers (A030) and Retiree Teacher Leaders (ATLR), and any ESE ancillary service providers described in a student's IEP -- who are assigned to Detroit Lions Academy, and who are approved by the Principal in advance to provide blended learning to one or more students assigned to online learning, and who in fact do so for a minimum of ten (10) days in a quarterly marking period, shall receive a quarterly stipend of $500.00 (Five Hundred Dollars), regardless of the number of students that may be served on a particular day. The teacher and the principal shall agree upon a method for documenting and verifying the provision of such services during a quarter. Their agreement shall be confirmed in an email between them prior to providing services. Quarterly payments shall be made through separate pay advice no later than two weeks after the end of each academic quarter, to provide a potential total of $2,000 annually. The teacher and principal are to mutually agree that the teacher

will participate in this program prior to the teacher actually providing such services, with the understanding that if a teacher agrees to participate in this program, it may involve serving more than one student.

4. Students participating in blended learning academic performance shall not be a part of the teacher's evaluation student growth component unless they are enrolled on fall count day, spring count day, the last day of the assessment window, have valid pre and post test results, in accordance with Article 17 "Evaluations." DFT members' evaluations shall not be negatively impacted due to the level of engagement or behavior of the students attending virtually. DFT members participating in this agreement shall suffer no adverse employment actions due to the level of engagement or behavior of students attending virtually.

5. DFT bargaining unit members providing ESE ancillary services to their students participating in blended learning at Detroit Lions Academy shall be eligible to the stipends listed above, provided the Principal and unit member agree in advance via email to provide such services.

6. 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 class size limits or oversized class pay. 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.

7. This LOA shall expire on June 30, 2028.

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

For the Union:

Jason A. Posey (Oct 28, 2026 10:55:29 EDT)

Signature

10/28/26

Date

For the District:

Signature

10/20/26

Date

Approved: Lakia Wilson-Lumpkins (Oct 19, 2026 20:03:45 EDT)

Lakia Wilson-Lumpkins, DFT President

Approved:

Nikolai Vitti, Ed.D., General Superintendent