Memorandum of Agreement Between
The Organization of School Administrators and Supervisors
And
The Detroit Public Schools Community District

1. This agreement succeeds the prior collective bargaining agreement, is effective on the date the last party ratifies and will remain in effect until June 30, 2023.

2. All provisions of the previous agreement are carried forward and into effect unless modified by the terms of this memorandum.

3. The parties will continue to bargain in good faith with regard to those non-economic items which remain open on the date of ratification.

4. Compensation:

   a. Each person employed in the bargaining unit as of the date of ratification shall receive a 4% increase in their wage effective the date of ratification by the last party;

   b. Each person employed in the bargaining unit on July 1, 2022 shall receive a 3.5% increase in their wage;

   c. Each person employed in the bargaining unit on the date of ratification shall receive a COVID-19 mitigation stipend of $2,000 in December 2021;

   d. Each person employed in the bargaining unit on day of payout shall receive a COVID-19 mitigation stipend of $2,000 in December 2022;

   e. Each person employed in the unit upon ratification shall receive upon Board approval a wage enhancement retention incentive of $1,000.00. A retention incentive shall be paid as soon as practicably possible after Board approval through a separate pay advice.

   f. The wage rates that are adjusted pursuant to this agreement shall be applied to each job title in the bargaining unit;

   g. OSAS unit members who, as of June 30, 2021 and June 30, 2022, have more than 20 years of service in any full-time job position(s) with the District (and its predecessor the Detroit Public Schools) shall receive a longevity supplement in the amount of $1,500. The District shall pay this longevity supplement in the last paycheck of the school year in 2021-2022 and in the last paycheck in 2022-2023 in a separate pay advice;
h. The compensation adjustments required here are cumulative and all are required but payment may be aggregated for convenience.

5. **Insuring Safe Working Environment**
   In the event an employee is faced with a work situation where he/she is confronted by a person who is threatening the employee shall immediately and temporarily remove himself/herself from the situation and immediately contact his/her supervisor for direction. If the employee does not believe that his/her supervisor's direction reasonably addresses the threat, then the employee shall contact the Union to report the incident. The Union shall contact the Office of Labor Relations to report the incident.

6. **Non-Degreed Employees**
   Individuals hired and assigned into bargaining unit positions shall possess the credentials appropriate for the position to which they are assigned as determined by the District. Persons hired without such credentials shall be required to enroll in an appropriate institution to complete a course of study leading to the required credential. Individuals shall notify the employer and the union on enrollment and shall provide evidence of a plan of work leading to achievement of the credential. No employee may take more than five years following initial hire to complete their course of study.

7. **Employees Designated as Acting (District)**
   a. No individual may be designated as "acting" or "temporary" for more than 180 calendar days. Upon expiration of that period the individual shall be displaced with a permanent employee or shall be designated as a permanent employee. The person may not be replaced with another "acting" or "temporary" employee. This section shall not apply to a person designated as acting or temporary to replace an employee whose position is vacant because the incumbent employee is on a time-limited leave of absence.

   Persons designated as "acting" or "temporary" for more than 28 calendar days shall be paid the minimum salary/wage of the classification/new position to which they are assigned. Any request for such wage/salary adjustment must be made within 30 working days of the individual first assuming the duties of the absent bargaining unit member.

   b. An employee is considered "acting" if they have been assigned to a position, but the appointment has not been presented to and approved by the board of education.

   c. A person who fails to perform satisfactorily in the acting position, may be removed.
8. **Non-Renewals**
The parties acknowledge that non-renewal of a bargaining unit member's employment contract may be subject to applicable law, and in particular Section 1229 of the Revised School Code, MCL 380.1229. Where applicable, the district shall comply with that provision of the law.

9. **Onboarding**
The District agrees to include in its Benefits-At-A-Glance contact information for the Organization of School Administrators and Supervisors, which will also include a link to the OSAS website. The Benefits-At-A-Glance shall be provided to all new hires. Should the benefits-at-a-glance documents no longer be used, the contact information will be provided to all employees through the new hire onboarding information.

10. **Vacation Rollover**
The Employer encourages all bargaining unit members to utilize their vacation days throughout the school year in accordance with the provisions of this Article. If an employee forecasts that he/she may not be able to take necessary vacation days than he/she may request a meeting with a supervisor to discuss how days may be utilized.

11. Payments made pursuant to this memorandum shall be reported to the Michigan Office of Retirement Services as required by law.

**THEREFORE**, by the representatives’ signatures below, the parties agree to the terms (to be incorporated into the CBA) as outlined above.

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**For the Union:**

__Deborah Louis-Ake__

Deborah Louis-Ake (Dec 13, 2021 14:13 EST)

Signature

Juan F. Mata (Dec 13, 2021 15:10 EST)

Signature

Dec 13, 2021

Date

Approved:

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

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**For the District:**

__Luis Solano__

Luis Solano (Dec 13, 2021 15:40 EST)

Signature

__Gwendolyn Anderson__

Gwendolyn Anderson (Dec 13, 2021 15:28 EST)

Signature

Dec 13, 2021

Date

Approved: