

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Office of the Superintendent

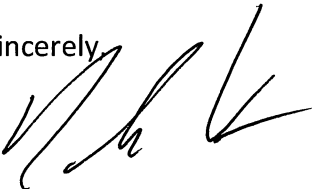
Nikolai P. Vitti, Ed.D.
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Detroit, MI 48202
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August 23rd, 2017

Nick Khouri
State Treasurer
Chairman, Financial Review Commission
3062 West Grand Blvd
Detroit, MI 48202

I write as Superintendent of Detroit Public Schools Community District to request that the Financial Review Commission (FRC), at its meeting scheduled for August 28th, 2017 hold a closed session so that the District can discuss with the FRC the District's ratified agreement with the Detroit Federation of Teachers (DFT) and provide confidential updates on ongoing negotiations with other unions. The District deems it very important that FRC be given this information at this time. It is important for the District to make a presentation because the FRC has a duty to approve and disapprove all modifications of collective bargaining agreements. In order for the FRC to understand the positions taken by the District in negotiations, the potential financial impact, and whether the FRC is in favor of the actions the District is proposing. The District desires to discuss the negotiations with the FRC in closed session.

Sincerely,



Dr. Nikolai Vitti, Superintendent
Detroit Public Schools Community District

Detroit Public Schools Community District

Discussion Document – Financial Review Commission Public Meeting

August 28, 2017

a. Community District's Monthly Report

b. Community District's Work Plan

c. Transmittal of the Community District's debt service requirements certification

d. Consideration of the Community District's August 2017 contract approval requests

e. Consideration of the Community District's August 2017 out-of-state travel reimbursement

f. Consideration of the Community District's DFT collective bargaining agreement

Appendix

Year End Audit Update

DPS/DPSCD

- Both DPS and DPSCD will require FY 2017 audit reports
- Plante Moran retained for both DPS and DPSCD financial audits
- Initial fieldwork began in July and interim testing is underway with weekly status meetings currently held via phone conference
- Plante Moran will be back on site in early September 2017
- FY 2017 audit reports are due October 31, 2017
- Rehmann was engaged to provide audit preparation assistance in order to complete the audits in a timely manner (served same role in FY 2016 for prior year audit)

Summary statement of revenues and expenditures – budget to actual comparison

	FY17 Bud Amend no. 5	FY17 Preliminary Estimate (UNAUDITED)	Variance	
			\$	%
Revenues				
Local sources	\$ 26,008,602	\$ 19,850,588	\$ (6,158,014)	(24%)
State sources	439,541,179	443,834,101	4,292,922	1%
Federal sources	159,145,678	119,676,281	(39,469,396)	(25%)
Interdistrict sources ¹	48,641,729	46,229,039	(2,412,690)	(5%)
Other sources ²	52,405,930	51,182,187	(1,223,743)	(2%)
Total revenues	725,743,118	680,772,196	(44,970,922)	(6%)
Expenditures				
Salaries	\$ 289,850,009	\$ 258,016,855	\$ (31,833,154)	(11%)
Benefits	162,895,632	147,761,811	(15,133,821)	(9%)
Purchased Services	152,521,403	145,977,635	(6,543,768)	(4%)
Supplies & Textbooks	19,680,908	14,463,610	(5,217,298)	(27%)
Equipment & Capital	7,773,797	7,553,348	(220,449)	(3%)
Utilities	16,302,594	15,669,449	(633,145)	(4%)
Other	1,000,000	2,849,556	1,849,556	185%
Total Expenditures	650,024,345	592,292,265	(57,732,079)	(9%)
Surplus (Deficit)	\$ 75,718,773	\$ 88,479,930	\$ 12,761,157	17%

Talking Points:

- The year-end close process is underway for DPSCD, which typically requires a significant amount of closing and adjusting journal entries
- In addition, the external audit is underway, which could result in several adjustments
- Historically, there has been heavy flow of vendor invoices after year end that are not yet entered into the system; so actual results will vary
- While actual results will likely vary from the latest budget amendment, we still believe budget amendment 5 is a reasonable estimate of expected results

Notes regarding the impact of the legislation that created DPSCD

1. Reflects \$15m advance of Act 18 funds from WRESA to provide start-up liquidity. Includes revenue for Charter School services and EAA agreement.
2. Includes estimated ending cash balance of DPS as well as \$25m of dedicated transition funds

FY 2017 DPSCD monthly cash flows – Actual

\$ in thousands	2016						2017						FY 17 Total
	July	August	September	October	November	December	January	February	March	April	May	June	
	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	
Cash Receipts													
State Aid	\$ -	\$ -	\$ -	\$ 35,052	\$ 35,841	\$ 33,765	\$ 34,830	\$ 35,552	\$ 35,002	\$ 34,868	\$ 35,236	\$ 35,011	\$ 315,157
MPERS (State Funded)	-	-	-	-	6,364	3,182	3,182	3,182	3,182	3,182	3,182	3,182	28,639
Enhancement Millage	-	-	-	-	-	-	177	5,540	5,261	1,905	1,575	4	14,462
Grants	-	-	2,407	1,257	13,052	13,009	13,311	24,988	9,546	5,756	20,360	13,277	116,963
Transfer from DPS	25,000	15,269	-	15,739	17,000	-	5,358	-	-	-	4,930	48,439	131,735
WCRESA	15,000	-	2,498	2,254	1,944	2,254	2,341	6,756	4,361	561	2,443	1,496	41,908
Food Service Reimbursement	-	-	-	-	3,666	4,685	4,846	3,644	3,689	3,667	6,304	4	30,505
Capital Asset Sales	-	-	-	-	-	3,091	-	362	6,354	-	-	-	9,807
Miscellaneous	25	110	198	976	628	537	477	1,358	380	934	839	665	7,128
Total Cash Receipts	40,025	15,380	5,103	55,277	78,496	60,523	64,521	81,383	67,776	50,873	74,870	102,078	696,304
Cash Disbursements													
MPERS (Pass through)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (6,364)	\$ (3,182)	\$ (3,182)	\$ (3,182)	\$ (3,182)	\$ (3,182)	\$ (3,182)	\$ (25,457)
Payroll Direct Deposit	(2,396)	(3,424)	(14,038)	(13,598)	(6,767)	(25,744)	(13,087)	(14,006)	(20,577)	(13,266)	(13,466)	(13,574)	(153,944)
Taxes	(27)	(1,397)	(2,966)	(5,085)	(5,296)	(9,216)	(5,118)	(5,081)	(4,922)	(4,986)	(4,906)	(6,774)	(55,775)
FICA	-	(629)	(882)	(1,543)	(1,566)	(2,885)	(1,497)	(1,569)	(1,547)	(1,579)	(1,502)	(3,126)	(18,326)
Accounts Payable*	(1)	(505)	(8,223)	(6,045)	(12,668)	(22,410)	(7,340)	(13,049)	(19,169)	(13,679)	(14,952)	(21,531)	(139,574)
Pension (employee portion)	(36)	(428)	(692)	(1,589)	(1,716)	(2,597)	(1,784)	(1,787)	(1,837)	(1,836)	(1,786)	(2,770)	(18,859)
Pension (employer portion)	-	(1,700)	(429)	(5,187)	(5,468)	(8,073)	(5,263)	(5,265)	(5,474)	(5,509)	(5,296)	(8,195)	(55,859)
Health	(28)	(6,965)	(5,818)	(124)	(4,404)	(3,731)	(3,152)	(4,102)	(3,144)	(2,926)	(7,908)	(3,632)	(45,935)
Fringe Benefits**	-	(6)	(13)	(22)	(40)	(65)	(82)	(75)	(166)	(78)	(92)	(339)	(979)
Food Service	-	-	(321)	(2,189)	(1,424)	(3,598)	(167)	(1,034)	(2,079)	(3,793)	(1,239)	(5,331)	(21,176)
Transfer to DPS	-	-	-	-	-	-	(15,739)	(458)	(17,176)	(4,923)	(52)	(9,228)	(47,576)
Other	-	(75)	-	(2)	(199)	(41)	(22)	(19)	(589)	(0)	(9)	(50,364)	(51,322)
Total Cash Disbursements	(2,488)	(15,131)	(33,383)	(35,387)	(39,550)	(84,725)	(56,434)	(49,627)	(79,864)	(55,758)	(54,390)	(128,046)	(634,781)
Beginning Cash Balance	-	37,537	37,786	9,506	29,397	68,343	44,142	52,229	83,985	71,897	67,012	87,492	-
Net Cash Flow	37,537	249	(28,280)	19,891	38,946	(24,201)	8,087	31,756	(12,088)	(4,885)	20,480	(25,968)	61,523
Ending Cash Balance	\$ 37,537	\$ 37,786	\$ 9,506	\$ 29,397	\$ 68,343	\$ 44,142	\$ 52,229	\$ 83,985	\$ 71,897	\$ 67,012	\$ 87,492	\$ 61,523	\$ 61,523
Memo:													
Internal Service Fund and Fiduciary Account													
Beginning Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
(+) Liability Balance Transfer from DPS	-	-	-	-	-	-	-	-	-	-	-	-	48,439
(-) TIP, Legal, And Workers' Compensation Claims	-	-	-	-	-	-	-	-	-	-	-	-	-
Ending Balance	-	-	-	-	-	-	-	-	-	-	-	-	48,439
Grand Total	\$ 37,537	\$ 37,786	\$ 9,506	\$ 29,397	\$ 68,343	\$ 44,142	\$ 52,229	\$ 83,985	\$ 71,897	\$ 67,012	\$ 87,492	\$ 109,962	\$ 109,962

Preliminary June results are subject to year-end adjustments.

*Accounts payable figures include legal liability payments of ~\$4.0 million paid on behalf of DPS which were repaid by DPS in June 2017.

**Fringe benefits figure includes termination incentive plan and workers compensation liabilities paid on behalf of DPS which were repaid by DPS in June 2017.

Note: The May 30, 2017 bank reconciliation was completed on July 1, 2017.

FY 2018 DPSCD monthly cash flows – Forecast

\$ in thousands

	2017						2018						FY 18 Total
	July	August	September	October	November	December	January	February	March	April	May	June	
	Actuals	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	
Cash Receipts													
State Aid	\$ 35,012	\$ 35,012	\$ -	\$ 37,478	\$ 37,478	\$ 37,478	\$ 37,478	\$ 37,478	\$ 37,478	\$ 37,478	\$ 37,478	\$ 37,478	\$ 407,328
MPSERS (State Funded)	3,182	3,182	-	-	6,813	3,406	3,406	3,406	3,406	3,406	3,406	3,406	37,021
Enhancement Millage	1,078	5	-	-	-	-	172	5,106	5,106	3,493	1,450	1,450	17,862
Grants	18,108	7,337	10,784	12,807	12,807	12,807	12,807	12,807	12,807	12,807	12,807	12,807	151,492
Transfer from DPS	92	3,779	-	-	-	-	-	-	-	-	-	13,100	16,971
WCRESA	-	836	4,045	4,045	4,045	4,045	4,045	4,045	4,045	4,045	4,045	4,045	41,287
Food Service Reimbursement	4,897	10,592	3,532	2,085	2,625	3,938	2,625	2,625	2,625	2,625	2,625	3,938	44,734
Capital Asset Sales	-	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous	2,501	588	423	2,423	529	423	2,423	529	423	2,423	529	423	13,634
Total Cash Receipts	64,870	61,331	18,784	58,838	64,297	62,098	62,957	65,997	65,891	66,278	62,341	76,648	730,330
Cash Disbursements													
MPSERS (Pass through)	\$ (3,182)	\$ (3,182)	\$ (3,182)	\$ -	\$ -	\$ (6,813)	\$ (3,406)	\$ (3,406)	\$ (3,406)	\$ (3,406)	\$ (3,406)	\$ (3,406)	\$ (36,797)
Payroll Direct Deposit	(14,688)	(18,281)	(18,207)	(14,457)	(14,457)	(14,457)	(14,891)	(22,337)	(14,891)	(14,891)	(14,891)	(14,891)	(191,342)
Taxes	(4,878)	(4,510)	(6,740)	(5,549)	(8,323)	(5,549)	(5,714)	(5,714)	(5,714)	(5,714)	(8,571)	(5,714)	(72,691)
FICA	(2,017)	(1,658)	(1,663)	(1,735)	(2,602)	(1,735)	(1,787)	(1,787)	(1,787)	(2,680)	(1,787)	(1,787)	(23,026)
Accounts Payable	(4,013)	(16,061)	(16,413)	(16,413)	(18,524)	(16,413)	(16,413)	(18,524)	(16,413)	(16,413)	(18,524)	(16,413)	(190,535)
Pension (employee portion)	(1,635)	(1,500)	(1,665)	(1,946)	(2,918)	(1,946)	(1,975)	(2,004)	(2,004)	(2,004)	(3,006)	(2,004)	(24,605)
Pension (employer portion)	(5,029)	(4,743)	(5,180)	(6,031)	(9,047)	(6,031)	(6,119)	(6,206)	(6,206)	(6,206)	(9,309)	(6,206)	(76,313)
Health	(1,218)	(6,976)	(4,645)	(4,645)	(4,645)	(4,645)	(4,645)	(4,645)	(4,645)	(4,645)	(4,645)	(4,645)	(54,642)
Fringe Benefits	(215)	(1,042)	(594)	(560)	(638)	(560)	(577)	(785)	(577)	(577)	(657)	(577)	(7,359)
Food Service	(8,474)	(2,825)	(1,668)	(2,100)	(3,150)	(2,100)	(2,100)	(2,100)	(2,100)	(2,100)	(3,150)	(2,100)	(33,970)
Other	(23)	(1,005)	(1,340)	(1,340)	(1,675)	(1,340)	(1,340)	(1,675)	(1,340)	(1,340)	(1,675)	(1,340)	(15,434)
Total Cash Disbursements	(45,374)	(61,783)	(61,298)	(54,776)	(65,980)	(61,588)	(58,967)	(69,184)	(59,083)	(59,083)	(70,516)	(59,083)	(726,716)
Beginning Cash Balance	61,523	81,020	80,568	38,054	42,117	40,433	40,943	44,932	41,745	48,553	55,747	47,573	61,523
Net Cash Flow	19,496	(452)	(42,514)	4,062	(1,683)	509	3,990	(3,187)	6,808	7,194	(8,175)	17,565	3,614
Ending Cash Balance	\$ 81,020	\$ 80,568	\$ 38,054	\$ 42,117	\$ 40,433	\$ 40,943	\$ 44,932	\$ 41,745	\$ 48,553	\$ 55,747	\$ 47,573	\$ 65,137	\$ 65,137
Memo:													
Internal Service Fund and Fiduciary Account													
Beginning Balance	\$ 48,439	\$ 48,439	\$ 48,439	\$ 48,439	\$ 46,439	\$ 46,439	\$ 46,439	\$ 44,439	\$ 44,439	\$ 44,439	\$ 42,439	\$ 42,439	\$ 48,439
(+) Liability Balance Transfer from DPS	-	-	-	-	-	-	-	-	-	-	-	-	-
(-) TIP, Legal, And Workers' Compensation Claims	-	-	-	(2,000)	-	-	(2,000)	-	-	(2,000)	-	-	(6,000)
Ending Balance	48,439	48,439	48,439	46,439	46,439	46,439	44,439	44,439	44,439	42,439	42,439	42,439	42,439
Grand Total	\$ 129,459	\$ 129,007	\$ 86,493	\$ 88,556	\$ 86,872	\$ 87,382	\$ 89,371	\$ 86,184	\$ 92,992	\$ 98,186	\$ 90,012	\$ 107,576	\$ 107,576

Forecast includes actuals through August 11, 2017.

FY 2017 DPS monthly cash flows – Actual

\$ in thousands	2016						2017						FY 17 Total
	July	August	September	October	November	December	January	February	March	April	May	June	
	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	
Cash Receipts													
State Aid	\$ 30,010	\$ 29,515	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 59,525
MPSERS (State Funded)	3,066	3,069	-	-	-	-	-	-	-	-	-	-	6,135
Property Tax (13 Mills)	814	2,296	17,095	3,490	1,496	973	2,113	3,738	15,031	709	1,921	14,544	64,221
Grants	6,690	17,071	7,337	5,406	34,518	190	-	-	7,813	-	-	-	79,027
Emergency Loan Proceeds	150,000	-	-	-	-	-	-	-	-	-	-	-	150,000
Transfer from DPSCD	-	-	-	-	-	-	15,739	458	17,000	4,916	-	5,626	43,740
Draw from BONY	-	-	-	4,915	-	-	-	-	-	-	-	5,418	10,333
WCRESA	-	-	645	-	-	-	-	-	-	-	-	-	645
Food Service Reimbursement	3	2,713	26	55	67	57	20	49	32	-	-	-	3,022
Miscellaneous	1,049	1,339	1,833	76	184	1,163	110	977	330	132	121	4,566	11,880
Total Cash Receipts	191,632	56,005	26,936	13,943	36,266	2,382	17,982	5,222	40,207	5,757	2,041	30,155	428,529
Cash Disbursements													
MPSERS (Pass through)	\$ (3,066)	\$ (3,066)	\$ (3,069)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (9,201)
Payroll Direct Deposit	(10,988)	(9,397)	(3,399)	(261)	(264)	(225)	-	-	(11)	(70)	-	(218)	(24,832)
Taxes	(4,154)	(4,443)	(1,279)	(162)	(48)	(13)	-	-	-	(84)	-	-	(10,183)
FICA	(1,251)	(1,064)	(352)	(22)	(9)	(2)	-	-	-	(6)	-	-	(2,706)
Accounts Payable	(9,570)	(20,871)	(14,834)	(1,853)	(7,632)	(3,864)	-	(6,020)	(1,614)	(1,260)	(1,388)	(184)	(69,092)
Pension (employee portion)	(1,815)	(931)	(1,908)	(61)	(34)	-	-	(14)	(17)	(1)	-	-	(4,781)
Pension (employer portion)	(2,928)	(2,835)	(35,835)	(242)	(6)	(4)	(4,711)	-	-	-	-	(1)	(46,562)
Health	(492)	(243)	(6,005)	-	-	-	-	-	-	-	-	-	(6,739)
Fringe Benefits	(423)	(146)	(509)	(227)	(384)	(306)	(176)	(230)	(162)	(221)	(59)	(19)	(2,863)
Debt Service Bonds	(3)	-	-	-	-	-	-	-	-	-	-	-	(3)
Debt Service SAN	(26,090)	(26,174)	-	-	-	-	-	-	-	-	-	-	(52,264)
Property Tax Transfer	-	-	(20,262)	-	(3,992)	-	-	-	(40,764)	(2,393)	-	(15,292)	(82,703)
Food Service	-	(1,068)	(375)	-	(307)	-	-	-	-	-	-	-	(1,750)
Transfer to DPSCD*	(25,000)	(15,269)	-	(15,739)	(17,300)	-	(5,439)	(87)	(7,532)	(301)	(4,916)	(48,439)	(140,022)
Other	(184)	(258)	(276)	(424)	(804)	(205)	(173)	(2,317)	(767)	(14)	(115)	(115)	(5,651)
Total Cash Disbursements	(85,963)	(85,765)	(88,104)	(18,992)	(30,780)	(4,620)	(10,499)	(8,669)	(50,867)	(4,349)	(6,479)	(64,267)	(459,353)
Beginning Cash Balance	44,661	150,331	120,571	59,403	54,354	59,840	57,603	65,086	61,640	50,979	52,387	47,949	44,661
Net Cash Flow	105,669	(29,760)	(61,168)	(5,049)	5,486	(2,237)	7,484	(3,447)	(10,660)	1,407	(4,438)	(34,112)	(30,824)
Ending Cash Balance	\$ 150,331	\$ 120,571	\$ 59,403	\$ 54,354	\$ 59,840	\$ 57,603	\$ 65,086	\$ 61,640	\$ 50,979	\$ 52,387	\$ 47,949	\$ 13,838	\$ 13,838

Preliminary June results are subject to year-end adjustments.

*Transfer to DPSCD figure for the week ending 6/30/17 includes amounts related to the transfer of the TIP, legal, and workers' compensation liabilities.

FY 2018 DPS monthly cash flows – Forecast

\$ in thousands

	2017						2018						FY 18 Total
	July Actuals	August Forecast	September Forecast	October Forecast	November Forecast	December Forecast	January Forecast	February Forecast	March Forecast	April Forecast	May Forecast	June Forecast	
Cash Receipts													
Property Tax (13 Mills)	-	2,716	20,221	4,128	1,770	1,151	2,499	4,422	17,779	838	2,272	17,203	75,000
Draw from BONY	-	16,740	-	-	-	-	-	-	9,573	173	417	2,598	29,501
Miscellaneous	415	21	-	-	-	-	-	-	-	-	-	-	436
Total Cash Receipts	415	19,478	20,221	4,128	1,770	1,151	2,499	4,422	27,351	1,011	2,688	19,802	104,937
Cash Disbursements													
Payroll Direct Deposit	-	-	-	-	-	-	-	-	-	-	-	-	-
Taxes	-	-	-	-	-	-	-	-	-	-	-	-	-
FICA	-	-	-	-	-	-	-	-	-	-	-	-	-
Accounts Payable	-	(16,129)	-	-	-	(400)	-	(2,000)	-	(2,000)	-	-	(20,529)
Pension (employee portion)	-	-	-	-	-	-	-	-	-	-	-	-	-
Pension (employer portion)	(4)	-	-	-	-	-	-	-	-	-	-	-	(4)
Health	-	-	-	-	-	-	-	-	-	-	-	-	-
Fringe Benefits	-	(0)	-	-	-	-	-	-	-	-	-	-	(0)
Property Tax Transfer	-	(4,496)	(20,221)	(4,128)	(1,770)	(1,151)	(2,499)	(4,422)	(17,779)	(838)	(2,272)	(17,203)	(76,780)
Transfer to DPSCD	-	(3,779)	-	-	-	-	-	-	-	-	-	(13,100)	(16,879)
Other	(24)	(0)	-	-	-	-	-	-	-	-	-	(2,700)	(2,724)
Total Cash Disbursements	(28)	(24,405)	(20,221)	(4,128)	(1,770)	(1,551)	(2,499)	(6,422)	(17,779)	(2,838)	(2,272)	(33,003)	(116,917)
Beginning Cash Balance	13,838	14,225	9,298	9,298	9,298	9,298	8,898	8,898	6,898	16,470	14,643	15,060	13,838
Net Cash Flow	386	(4,927)	-	-	-	(400)	-	(2,000)	9,573	(1,827)	417	(13,202)	(11,980)
Ending Cash Balance	\$ 14,225	\$ 9,298	\$ 9,298	\$ 9,298	\$ 9,298	\$ 8,898	\$ 8,898	\$ 6,898	\$ 16,470	\$ 14,643	\$ 15,060	\$ 1,858	\$ 1,858

Forecast includes actuals through August 11, 2017.

a. Community District's Monthly Report

b. Community District's Work Plan

c. Transmittal of the Community District's debt service requirements certification

d. Consideration of the Community District's August 2017 contract approval requests

e. Consideration of the Community District's August 2017 out-of-state travel reimbursement

f. Consideration of the Community District's DFT collective bargaining agreement

Appendix

Work Plan and Vision for Budget and Finance Restructuring

- Improve school work conditions for teachers and principals (pay, class size, resources) & create unique programming (arts/music programs and technology) in every school through zero-based budgeting and alignment to new Strategic Plan
- Shift from contracted services to district personnel
- Establish professional development offerings for all employees (school and district) to build internal capacity and increase retention
- Establish internal policies and procedures which promote efficiency and accountability (RFP, procurement, contracting), while ensuring clean internal and external audits and meeting Board and FRC regulations. Gaining independence from FRC process.
- Complete thorough audit of school building needs districtwide
- Establish 5 year budget and capital improvement plan, maintaining adopted (TBD) fund balance policy
- Develop & implement metric based service delivery evaluation system (KPI system)

INITIATIVES & PROJECTED TIMELINE

	Leads	2017					2018								
		Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Internal Controls															
Current state/deficiency/proposed state RFP – draft 1; Board notification Finance comment; Superintendent approval; RFP issuance or cooperative selection	Finance Leadership/ Inspector General														
MI Dept. of Treasury reimbursement approval															
Cooperative vendor commencement, if applicable															
Vendor selection															
Assessment/Recommendations															
Cost and time line analysis															
Implementation															

INITIATIVES & PROJECTED TIMELINE

		2017						2018							
	Leads	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Procurement															
Information request list		█													
Wayne RESA/MAC spend/opportunity analysis		█	█	█	█										
Current state workflow & policy review				█											
Vendor negotiations – ongoing, expiring contracts first		Ongoing													
Review of T-200			█												
Supplier commonality assessment					█										
DPSCD															
City of Detroit															
Wayne RESA															
Wayne County															
MiDeal/State of MI															
Cooperative contracts															

INITIATIVES & PROJECTED TIMELINE

	Leads	2017						2018							
		Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Recommendations/benchmarking								█	█	█	█	█	█		
Re-bid T-200 w/ stakeholder communication								█	█	█	█	█	█		
Initial T-200 re-bid recommendation			█	█	█	█	█								
Superintendent approval							█								
Strategic sourcing strategy, checklist & implementation							█	█	█						
Requisition process/PO, phase 2 assessment (pre-ERP) & implementation					█										
Non-essential service/contract review, modification & termination						█									
Current Budget															
Enrollment – ongoing		ONGOING													
Track/quantify reorganization initiatives		█	█												
See attachment “EY FY 2018 Preliminary Work Plan” pg. 3															

INITIATIVES & PROJECTED TIMELINE

	Leads	2017						2018							
		Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Grant utilization and funding strategy															
Current encumbrances		█													
Outstanding A/R collection		█													
Assessment of compliance/utilization risk		█													
Deployment opportunities		█	█												
Immediate cap ex needs/estimate assessment		█													
EAA transition - ongoing		ONGOING													
Zero Based Budgeting + 5-year forecast															
Process development		█	█	█	█										
Real estate utilization assessment (non-school; vacate, consolidate, sell/lease)															

INITIATIVES & PROJECTED TIMELINE

	Leads	2017						2018							
		Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
RFP		█													
Evaluation/recommendation			█												
Recommendation/cost analysis					█										
Cap-ex needs assessment			█												
RFP				█											
Evaluation/recommendation				█											
Recommendation/cost analysis				█			█								
5-year capital improvement plan															
RFP							█								
Evaluation/recommendation							█								
Recommendation/cost analysis							█	█	█	█	█	█	█	█	█
Training/professional development		█	█	█	█	█	█								
Revenue estimates															
Academic priorities & new initiatives (recurring vs. non-recurring) – phase 1, phase 2,					█	█	█	█							

INITIATIVES & PROJECTED TIMELINE

	Leads	2017						2018							
		Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Staffing (optimal)															
Programming															
Curriculum															
Technology															
Enterprise related															
Academics															
Grant utilization and funding strategy (mirrors academic priorities & new initiatives) - phase 1, phase 2,															
Develop school by school staffing model															
Stakeholder outreach		ONGOING													
Teachers															
Students															
Parents															
Community															
School Board															
Employees															
Department Heads															

INITIATIVES & PROJECTED TIMELINE

	Leads	2017						2018							
		Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Wage assessment & recommendation - phase 1, phase 2, implementation					█	█	█								
Cost analysis					█	█	█								
Implementation timeline															
Non-economic - complete; phase 1, phase 2,					█	█	█	█							
Cost Analysis (when applicable)															
Implementation timeline															
RFP	Facilities, Transportation, Food Service, & Maintenance, Finance, 3rd Party			█											
Evaluation/recommendation					█										
Recommendation/cost analysis					█	█	█	█	█	█	█				

INITIATIVES & PROJECTED TIMELINE

		2017												2018			
		Leads	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	
DPS long term debt analysis/forecast: 10/6/2017			█	█	█	█											
Health care analysis																	
Engage AON & 3 rd party	Finance, HCA		█														
Current state assessment			█														
Plan design analysis			█	█	█												
Price analysis			█	█	█												
Network analysis			█	█	█												
Carrier negotiation			█	█	█	█											
Self-insured vs. fully insured analysis			█	█	█												
Competing district comparison			█	█	█												
Risk Assessment/Insurance			█														
Engage AON & 3 rd party			█														
P&C coverage assessment and recommendations				█													
Other coverage assessment and recommendations				█													

INITIATIVES & PROJECTED TIMELINE

	Leads	2017						2018							
		Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
TPA vs. in house assessment															
Emergency procurement assessment/policy															
Litigation reserve assessment															
Monitoring/Recurring/Other															
Leadership meetings (KPI reporting monthly)		ONGOING													
Staff meetings (KPI reporting quarterly)		ONGOING													
Required reporting		ONGOING													
Internal budget communications		ONGOING													
Cross departmental workgroups		ONGOING													
Office utilization/organization		ONGOING													

a. **Community District's Monthly Report**

b. **Community District's Work Plan**

c. **Transmittal of the Community District's debt service requirements certification**

d. **Consideration of the Community District's August 2017 contract approval requests**

e. **Consideration of the Community District's August 2017 out-of-state travel reimbursement**

f. **Consideration of the Community District's DFT collective bargaining agreement**

Appendix

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Jeremy Vidito

Senior Executive Director of Finance

Fisher Building, 11th Floor
3011 West Grand Boulevard
Detroit, MI 48202

Phone: (313) 873-4149
Fax: (313) 873-4476
www.detroitk12.org

August 11, 2017

Detroit Financial Review Commission
3062 W. Grand Blvd.
Detroit, Michigan 48202

Re: Detroit Public Schools Community District Debt Service Requirements and Certification
Fiscal Year 2017, Quarter 4

Dear Commissioners:

There are currently no debt service requirements due on all bonds, leases, and other municipal debt of the Detroit Public Schools Community District in compliance with section 6 of the Michigan Financial Review Commission Act, Act 181, Public Acts of Michigan, 2014.

I hereby certify as of the date of this letter there are no debt service requirements.

Sincerely,



Jeremy Vidito
Senior Executive Director of Finance

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Jeremy Vidito

Senior Executive Director of Finance

Fisher Building, 11th Floor
3011 West Grand Boulevard
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August 11, 2017

Detroit Financial Review Commission
3062 W. Grand Blvd.
Detroit, Michigan 48202

Re: Detroit Public Schools Debt Service Requirements and Certification Fiscal Year 2017,
Quarter 4

Dear Commissioners:

Enclose with this letter you will find the debt service requirements due on all bonds, leases and other debt of Detroit Public Schools in compliance with section 6 of the Michigan Financial Review Commission Act, Act 181, Public Acts of Michigan, 2014. I hereby certify as of the date of this letter: (1) that the amounts specified herein are accurate statements of Detroit Public Schools' debt service requirements; and (2) that Detroit Public Schools is financially able to meet the debt service requirements through the end of the fiscal year.

Sincerely,



Jeremy Vidito
Senior Executive Director of Finance

**Detroit Public Schools
Debt Obligation Summary**

Debt Obligation	June 30, 2017				Amount
	Principal Balance	FY17 Debt Service	Amount Paid	At Trustee	Remaining/ Credit Balance
Series 1998 C	\$ 40,555,000	6,339,138	6,339,138		-
Series 2001 A	183,695,000	11,021,700	11,021,700		-
Series 2002 A	35,785,000	2,147,100	2,147,100		-
Series 2005 A	226,800,000	11,907,000	11,907,000		-
Series 2009 A	63,000,000	8,682,232	8,682,232		-
Series 2009 B	184,550,000	11,269,600	11,269,600		-
Series 2010 A	129,425,000	9,588,102	9,588,102		-
Series 2010 B	49,630,000	2,290,205	2,290,205		-
Series 2012 A	287,735,000	23,411,500	23,411,500		-
Series 2015 A	140,870,000	37,533,750	37,533,750		-
SLRF ¹	289,283,595				-
Series 2016 D1&2 ²	196,380,000	34,285,117	34,285,117		-
EL Note ³	150,000,000	1,211,750	1,211,750	-	-
MPSERS liability	125,911,517	39,773,849	39,773,849	-	-
	\$ 2,103,620,112	\$ 199,461,042	\$ 199,461,042	\$ -	\$ -

Notes

1. School Loan Revolving Fund; SLRF does not have a maturity, repayment is required when the millage rate necessary to cover the annual bonded debt service requirements falls below 7 mills.
2. Refi of 2011/2012 Notes (LT SAN). Principal as of date of issuance on September 30, 2016
3. Principal as of date of borrowing on July 22, 2016
4. Based on outstanding employer contributions plus penalties and interest as of 1/27/17, excluding DPS' proportionate share of the net pension liability in the Michigan Public Employee Retirement System. Balance is significantly reduced since 6/30/16 due to grant reimbursable payments made on 9/27/2016 and 1/27/17 totaling \$37.7m
5. Source: DPS FY16 CAFR, loan closing documents, DPS internal documents

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Appendix



STATE OF MICHIGAN
DEPARTMENT OF TREASURY
LANSING

RICK SNYDER
GOVERNOR

NICK A. KHOURI
STATE TREASURER

DETROIT FINANCIAL REVIEW COMMISSION

SCHOOL DISTRICT RESOLUTION 2017-17

**APPROVING THE COMMUNITY DISTRICT'S AUGUST 2017-
CONTRACT REQUESTS**

WHEREAS, Public Act 181 of 2014, the Michigan Financial Review Commission Act (the "Act"), allows for the creation of the Detroit Financial Review Commission (the "Commission") within the Michigan Department of Treasury; and

WHEREAS, Section 6(1) of the Act empowers the Commission to provide oversight for the Detroit Public Schools Community District (the "Community District") beginning on June 2016; and

WHEREAS, Section 6(6) of the Act provides that during the period of oversight, the Commission review and approve the Community District's applicable contracts, as defined by Section 3(a) of the Act, and that an applicable contract does not take effect unless approved by the Commission; and

WHEREAS, at the Commission meeting on August 28, 2017, the Community District presented applicable contracts, attached as **Exhibit A** to this Resolution, for the Commission's review and approval.

NOW THEREFORE, be it resolved by the Detroit Financial Review Commission as follows:

1. That the Community District's August 2017 contract requests, attached as **Exhibit A** to this Resolution but excluding any contracts a majority of Commission members present has agreed to exclude as noted in the minutes, are hereby approved.
2. That the minutes of the Detroit Financial Review Commission meeting at which this Resolution is adopted take notice of the adoption of this Resolution.
3. This Resolution shall have immediate effect.

Contract Requests

The following contracts are being provided to the Board of Education for review and approval. Contracts over \$750,000 or a two (2) year period must also be provided to the FRC for review and approval pursuant to section 6(6) of the Michigan Financial Review Commission Act. Please review the individual Action Items provided for more detailed information.

Department	Contract Number	Description	Contract Request Type	Competitively Bid? If not a new contract, was the original contract competitively bid?	Lowest Bid? If not a New Contract, was the original contract the lowest bid?	DPSCD Approval Date
Office of Specialized Student Services	16-0439-C 0002 Amendment No. 2	Contract Amendment Amount: (i) a retroactive increase of \$577,613.00 from the original amount of \$1,371,222.00 and (ii) for the period ending June 30, 2018 in the amount not to exceed (NTE) \$2,592,135.00 Prior Year Amount: \$1,948,835.00 Contract Period End Date: June 30, 2018 Purpose: Provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students Contractor: EBS (Educational Based Services) Healthcare, Inc.	Retroactive Increase / Renewal	Yes	No; 7 vendors selected, out of 14, based on value, background, capability, etc.	Board Approval: Aug 15, 2017 FRC Approval: Aug 28, 2017
Office of Specialized Student Services	17-0035-C 0001 Amendment No. 1	Contract Amendment Amount: not to exceed (NTE) \$797,160.00 Prior Year Amount: \$540,540.00 Contract Period End Date: June 30, 2018 Purpose: Provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students Contractor: Diamond Healthcare	Renewal	Yes	No; 7 vendors selected, out of 14, based on value, background, capability, etc.	Board Approval: Aug 15, 2017 FRC Approval: Aug 28, 2017
Office of Specialized Student Services	17-0036-C 0001 Amendment No. 1	Contract Amendment Amount: not to exceed (NTE) \$1,459,376.00 Prior Year Amount: \$483,135.00 Contract Period End Date: June 30, 2018 Purpose: Provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students Contractor: Soliant Healthcare	Renewal	Yes	No; 7 vendors selected, out of 14, based on value, background, capability, etc.	Board Approval: Aug 15, 2017 FRC Approval: Aug 28, 2017
Office of Specialized Student Services	17-0033-C 0001 Amendment No. 1	Contract Amendment Amount: not to exceed (NTE) \$1,979,523.00 Prior Year Amount: \$1,695,141.00 Contract Period End Date: June 30, 2018 Purpose: Provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologists and Social Workers for the District's students Contractor: Therapy Staff Unlimited, LLC	Renewal	Yes	No; 7 vendors selected, out of 14, based on value, background, capability, etc.	Board Approval: Aug 15, 2017 FRC Approval: Aug 28, 2017

Contract Requests

The following contracts are being provided to the Board of Education for review and approval. Contracts over \$750,000 or a two (2) year period must also be provided to the FRC for review and approval pursuant to section 6(6) of the Michigan Financial Review Commission Act. Please review the individual Action Items provided for more detailed information.

Department	Contract Number	Description	Contract Request Type	Competitively Bid? If not a new contract, was the original contract competitively bid?	Lowest Bid? If not a New Contract, was the original contract the lowest bid?	DPSCD Approval Date
Office of Specialized Student Services	17-0028-C (Amendment #1)	Contract Amendment Amount: not to exceed (NTE) \$474,070.00 Prior Year Amount: \$474,070.00 Contract Period End Date: June 30, 2018, with two (2) one-year renewal options Purpose: Provide nursing and medical assistant services in schools and during student transport Contractor: RCM Healthcare Services	Renewal	Yes	No; 4 vendors selected, out of 8, based on value, background, capability, etc.	Board Approval: Aug 15, 2017 FRC Approval: Aug 28, 2017
Office of Specialized Student Services	17-0038-C (Amendment #2)	Contract Amendment Amount: not to exceed (NTE) \$723,450.00 Prior Year Amount: \$327,000.00 Contract Period End Date: June 30, 2018, with two (2) one-year renewal options Purpose: Provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologists and Social Workers for the District's students Contractor: Chitter Chatter	Renewal	Yes	No; 7 vendors selected, out of 14, based on value, background, capability, etc.	Board Approval: Aug 15, 2017 FRC Approval: Aug 28, 2017
Office of Specialized Student Services	17-0037-C (Amendment #2)	Contract Amendment Amount: not to exceed (NTE) \$645,044.40 Prior Year Amount: \$241,920.00 Contract Period End Date: June 30, 2018, with two (2) one-year renewal options Purpose: Provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologists and Social Workers for the District's students Contractor: Cumberland Therapy	Renewal	Yes	No; 7 vendors selected, out of 14, based on value, background, capability, etc.	Board Approval: Aug 15, 2017 FRC Approval: Aug 28, 2017
Facilities, Maintenance, and Auxiliary Services	16-043-C	Contract Amendment Amount: not to exceed (NTE) \$603,460.00 Prior Year: \$542,294.00 Contract Period End Date: June 30, 2018, with three (3) one-year renewal options Purpose: Responsible for the collection and removal of solid waste from the District's properties Contractor: Republic Waste Services	Renewal	Yes	No; one vendor selected, out of 2, based on value, background, capability, etc.	Board Approval: Aug 15, 2017 FRC Approval: Aug 28, 2017

Contract Requests

The following contracts are being provided to the Board of Education for review and approval. Contracts over \$750,000 or a two (2) year period must also be provided to the FRC for review and approval pursuant to section 6(6) of the Michigan Financial Review Commission Act. Please review the individual Action Items provided for more detailed information.

Department	Contract Number	Description	Contract Request Type	Competitively Bid? If not a new contract, was the original contract competitively bid?	Lowest Bid? If not a New Contract, was the original contract the lowest bid?	DPSCD Approval Date
Transportation	N/A	<p>Contract Amount: not to exceed (NTE) \$2,183,300.00</p> <p>Contract Period: N/A (see purpose)</p> <p>Purpose: Purchase of bus passes to serve up to 6,864 students during the 2017-2018 school year, and 4,285 students during summer 2018</p> <p>Contractor: City of Detroit Department of Transportation (DDOT)</p>	Purchase Order	No – DDOT is the only source of bus passes	N/A	<p>Board Approval: Aug 15, 2017</p> <p>FRC Approval: Aug 28, 2017</p>
Transportation	N/A	<p>Contract Amount: not to exceed (NTE) \$804,998.00</p> <p>Contract Period End Date: August 31, 2018</p> <p>Purpose: Operate curb-to-curb transportation routes for students receiving special education services and homeless students, as required by federal and state law</p> <p>Contractor: SW Transport Co., LLC (d/b/a Checker Cab)</p>	New	Yes	No; 4 vendors selected, out of 8, based on value, background, capability, etc.	<p>Board Approval: Aug 15, 2017</p> <p>FRC Approval: Aug 28, 2017</p>

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Educational Based Services August 7, 2017

Recommendation:

That the School Board approve (i) a retroactive increase of \$577,613 from the original amount of \$1,371,222 for the period November 1, 2017 to June 30, 2017 and (ii) the exercise of the contract renewal option for the period ending June 30, 2018 in the amount not to exceed (NTE) \$2,592,135.00 to be paid to Educational Based Services to continue to provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students.

Description and Background:

The Office of Specialized Students Services (OSSS) assesses students to determine eligibility for special education services, provides diagnoses of potential special education needs and makes recommendations for appropriate treatment. The department interprets and explains assessment findings to parents, guardians, school staff, and other Individualized Educational Plan Team (IEPT) members. Further, the department develops and modifies therapy goals, objectives, materials and activities to meet individual student needs. The district is responsible for providing services to 103 district schools, 14 private parochial schools located in Wayne County, 71 non-public head-start centers and Child Find Referrals for early identified learners. For the 2016-2017 school year, the District employed 18 occupational therapists (OT), 13 physical therapists (PT), and 46 speech/language pathologists (SLPs) from contracted vendors. The district did not obtain social workers or psychologists from contracted vendors and was unable to timely meet the needs of all students due to a shortage in service providers.

Gap Analysis:

The district is federally mandated to provide programs and services to eligible students. Child Find requires that those suspected of having special education eligibilities be identified, evaluated and provided special education and/or related services. The district continues to face a shortage of teachers in this area due primarily to resignations and retirements. During the prior three years the district lost staff in the following amounts: 2014-15 - 27 new vacancies created; 2015-16 - 61 new vacancies created, 2016-17 - 27 new vacancies created. This often resulted in a sustained vacancy in the area due to the inability to identify staff to fill the positions on a full-time basis. During that same period, OSSS utilized contracted personnel to provide services as required by a student's IEP. With the current case load of the staff and due to potential vacancies contracted

EBS**August 7, 2017**

OSSS staff services are needed as a supplement to district staff to meet the needs of the multiple student populations served. The district will use the 2017-2018 school year to develop a plan to build an internal hiring plan for these positions and also attempt to consolidate the use of multiple vendors for the same function to one, where possible.

With respect to the retroactive amounts, the district acquired necessary services for its students through use of personnel from Educational Based Services. Concurrently, the district seeks to renew its contract with this vendor for the 2017-2018 school year. Failure to remit payment for amounts due for the 2016-2017 school year would result in the vendor refusing to provide additional services for our students and lead to potential legal action.

Previous Outcomes:

For the 2016-2017 school year Educational Based Services provided 27 Speech-Language Pathologists.

Service	Total for 2016-17	Portion by Educational Based Services
SLP-Caseload	5,090	1,404
SLP-Therapy	93,989	4,212
SLP-Assessments/IEPs	4,964	864

Expected Outcomes:

A preliminary review of caseloads indicates there will be an increase in the overall number of students needing services and in the amount of sessions or contact time in specialized services. This need would require additional staff from Educational Based Services to include 22 Speech-Language Pathologists, five Psychologists and six Social Workers as identified in the chart below.

Service	Total Projected for 2017-18	Portion by Educational Based Services
SLP-Caseload	5,599	1,144
SLP-Therapy	103,388	3,432
SLP-Assessments/IEPs	5,460	704
SSW-Caseload	4,400	227
SSW- Therapy	13,222	684
SSW- Assessments/IEPs	936	48
Psych- Assessment/IEPs	2,750	200

Financial Impact:

While the staffing projections are subject to change based on obtaining approved service providers from each agency, the projected increase in contracted costs is due to the addition of

EBS

August 7, 2017

personnel and a tiered increase of hourly rates over the life of the current contract.

Service Providers	Rate 2016-2017	Rate 2017-2018	Projected 2017 amount
Speech Pathologist (SLP)	\$56.85	\$57.70	\$1,732,731.00
Psychologists	\$57.70	\$57.70	\$393,802.50
School Social Worker	\$56.85	\$56.85	\$465,601.50
		Total	\$2, 592,135.00

Previous Year Purchase Total: \$1,948,835.00 Current Projected Purchase Total: \$2,592,135.00

The not to exceed total for Educational Based Services contracted services is \$2,592,135 for the FY 2018 and the increase in the cost of contracted services for FY 2017 to \$1,948,835 (increase of 577,613). In order to avoid overages, based on the vendor’s ability to meet the district’s staffing needs and the lowest possible price, the district reserves the right to shift services between vendors. Therefore, the total listed is the projected contract total.

Funding Source:

Depending on the service provided, funding will be provided through Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds and/or Medicaid.

Bid Process:

The District issued Request for Proposal 16-0439-C to obtain suppliers to provide Social Work, Speech-Language Pathology, Physical Therapy, Occupational Therapy and Physiological services to students assigned by DPSCD personnel, in accordance with physician orders and the established plan of care. Fourteen proposals were received; CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Maxim Healthcare Services, Therapy Staff, EBS (Educational Based Services), Progressus Therapy, EDU Healthcare, Cumberland Therapy Services, E-Therapy, Stellar Therapy Services, Futures Education, Soliant Health and Chitter Chatter.

The evaluation committee reviewed 14 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected seven suppliers, including CareerStaff Unlimited who, based on their proposal strongly fit the needs of the District.

Contact for Item:

Iranetta Wright, Deputy Superintendent of Schools
(313) 873-7471
Email: iranetta.wright@detroitk12.org

Toni Clover, Interim Executive Director - Office of Specialized Student Services

EBS

August 7, 2017

(313) 873-7740

Email: toni.clover@detroitk12.org

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Diamond Healthcare Contract August 7, 2017

Recommendation:

That the School Board approve the extension of the contract with Diamond Healthcare to provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students for the period ending June 30, 2018 in the amount not to exceed \$797,160.

Description and Background:

The Office of Specialized Students Services (OSSS) assesses students to determine eligibility for special education services, provides diagnoses of potential special education needs and makes recommendations for appropriate treatment. The department interprets and explains assessment findings to parents, guardians, school staff, and other Individualized Educational Plan Team (IEPT) members. Further, the department develops and modifies therapy goals, objectives, materials and activities to meet individual student needs. The district is responsible for providing services to 103 district schools, 14 private parochial schools located in Wayne County, 71 non-public head-start centers and Child Find Referrals for early identified learners. For the 2016-2017 school year, the District employed 18 occupational therapists (OT), 13 physical therapists (PT), and 46 speech/language pathologists (SLPs) from contracted vendors. The district did not obtain social workers or psychologists from contracted vendors and was unable to timely meet the needs of all students due to a shortage in service providers.

Gap Analysis:

The district is federally mandated to provide programs and services to eligible students. Child Find requires that those suspected of having special education eligibilities be identified, evaluated and provided special education and/or related services. The district continues to face a shortage of teachers in this area due primarily to resignations and retirements. During the prior three years the district lost staff in the following amounts: 2014-15 - 27 new vacancies created; 2015-16 - 61 new vacancies created, 2016-17 - 27 new vacancies created. This often resulted in a sustained vacancy in the area due to the inability to identify staff to fill the positions on a full-time basis. During that same period, OSSS utilized contracted personnel to provide services as required by a student's IEP. With the current case load of the staff and due to potential vacancies contracted OSSS staff services are needed as a supplement to district staff to meet the needs of the multiple student populations served. The district will use the 2017-2018 school year to

Diamond Healthcare**August 7, 2017**

develop a plan to build an internal hiring plan for these positions and also attempt to consolidate the use of multiple vendors for the same function to one, where possible.

Previous Outcomes:

For the 2016-2017 school year Diamond Healthcare provided two Occupational Therapists.

Service	Total 2016-17	Portion by Diamond Healthcare
OT-Caseload	1,767	90
OT-Therapy	37,022	2,230
OT-Assessments/IEPs	413	9

Expected Outcomes:

A preliminary review of caseloads indicates there will be an increase in the overall number of students needing services and in the amount of sessions or contact time in specialized services. This need would require additional staff from Diamond Healthcare to include two Speech-Language Pathologists, one Occupational Therapist, four Physical Therapists, and four Social Workers as indicated by the chart below.

Service	Total Projected for 2017-18	Portion by Diamond Healthcare
SLP-Caseload	5,599	104
SLP-Therapy	103,388	312
SLP-Assessments/IEPs	5,460	64
SSW-Caseload	4,400	151
SSW- Therapy	13,222	456
SSW-Assessments/IEPs	936	32
Psych-Assessment/IEPs	2,750	150
OT-Caseload	1,939	50
OT-Therapy	38,330	1,115
OT-Assessments/IEPs	477	4

Financial Impact:

While the staffing projections are subject to change based on obtaining approved service providers from each agency, the projected increase in contracted costs is due to the addition of personnel and a tiered increase of hourly rates over the life of the current contract.

Service Providers	Rate 2016-2017	Rate 2017-2018	Projected 2017 amount
Speech Pathologist (SLP)	\$63	\$63	\$171,990
Psychologists	\$55	\$55	\$300,300
School Social Worker	\$45	\$45	\$245,700
Occupational Therapist	\$58	\$58	\$79,170

Diamond Healthcare

August 7, 2017

		Total	\$797,160
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Previous Year Purchase Total: \$540,540.00. Current Projected Purchase Total: \$797,160.00

The not to exceed total for Diamond Healthcare contracted services is \$797,160.00 for the FY 2018. Based on the vendor's ability to meet the district's staffing needs and the lowest possible price, the district reserves the right to shift services between vendors. Therefore, the total listed is the projected contract total.

Funding Source:

Depending on the service provided, funding will be provided through Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds, IDEA and/or Medicaid.

Bid Process:

The District issued Request for Proposal 16-0439-C to obtain suppliers to provide Social Work, Speech-Language Pathology, Physical Therapy, Occupational Therapy and Physiological services to students assigned by DPSCD personnel, in accordance with physician orders and the established plan of care. Fourteen proposals were received; CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Maxim Healthcare Services, Therapy Staff, EBS (Educational Based Services), Progressus Therapy, EDU Healthcare, Cumberland Therapy Services, E-Therapy, Stellar Therapy Services, Futures Education, Soliant Health and Chitter Chatter.

The evaluation committee reviewed 14 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected seven suppliers, including CareerStaff Unlimited who, based on their proposal strongly fit the needs of the District.

Contact for Item:

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DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Soliant Healthcare Contract August 7, 2017

Recommendation:

That the School Board approve the extension of the contract with Soliant Healthcare to provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students for the period ending June 30, 2018 in the amount not to exceed \$1,459,376.

Description and Background:

The Office of Specialized Students Services (OSSS) assesses students to determine eligibility for special education services, provides diagnoses of potential special education needs and makes recommendations for appropriate treatment. The department interprets and explains assessment findings to parents, guardians, school staff, and other Individualized Educational Plan Team (IEPT) members. Further, the department develops and modifies therapy goals, objectives, materials and activities to meet individual student needs. The district is responsible for providing services to 103 district schools, 14 private parochial schools located in Wayne County, 71 non-public head-start centers and Child Find Referrals for early identified learners. For the 2016-2017 school year, the District employed 18 occupational therapists (OT), 13 physical therapists (PT), and 46 speech/language pathologists (SLPs) from contracted vendors. The district did not obtain social workers or psychologists from contracted vendors and was unable to timely meet the needs of all students due to a shortage in service providers.

Gap Analysis:

The district is federally mandated to provide programs and services to eligible students. Child Find requires that those suspected of having special education eligibilities be identified, evaluated and provided special education and/or related services. The district continues to face a shortage of teachers in this area due primarily to resignations and retirements. During the prior three years the district lost staff in the following amounts: 2014-15 - 27 new vacancies created; 2015-16 - 61 new vacancies created, 2016-17 - 27 new vacancies created. This often resulted in a sustained vacancy in the area due to the inability to identify staff to fill the positions on a full-time basis. During that same period, OSSS utilized contracted personnel to provide services as required by a student's IEP. With the current case load of the staff and due to potential vacancies contracted OSSS staff services are needed as a supplement to district staff to meet the needs of the multiple student populations served. The district will use the 2017-2018 school year to develop a plan to build an internal hiring plan for these positions and also attempt to consolidate

Soliant Healthcare
August 7, 2017

the use of multiple vendors for the same function to one, where possible.

Previous Outcomes:

For the 2016-2017 Soliant Healthcare provided one Speech-Language Pathologist.

Service	Total for 2016-17	Portion for Soliant Healthcare
SLP-Caseload	5,090	52
SLP-Therapy	93,989	156
SLP-Assessments/IEPs	4,964	32

Expected Outcomes:

A preliminary review of caseloads indicates there will be an increase in the overall number of students needing services and in the amount of sessions or contact time in specialized services. This need would require additional staff from Soliant Healthcare to include five Speech-Language Pathologists, two Occupational Therapists, five Psychologists and five Social Workers as identified in the chart below.

Service	Total Projected for 2017-18	Portion for Soliant Healthcare
SLP-Caseload	5,599	260
SLP-Therapy	103,388	780
SLP-Assessments/IEPs	5,460	160
SSW-Caseload	4,400	189
SSW- Therapy	13,222	570
SSW-Assessments/IEPs	936	40
Psych-Assessment/IEPs	2,750	200
OT-Caseload	1,939	117
OT-Therapy	38,330	1,785
OT-Assessments/IEPs	477	32

Financial Impact:

While the staffing projections are subject to change based on obtaining approved service providers from each agency, the projected increase in contracted costs is due to the addition of personnel and a tiered increase of hourly rates over the life of the current contract.

Soliant Healthcare
August 7, 2017

Service Providers	Rate 2016-2017	Rate 2017-2018	Projected 2017 amount
Speech Pathologist (SLP)	\$63.86	\$63.86	\$435,844.50
Psychologists	\$66.95	\$66.95	\$456,933.75
School Social Worker	\$56.95	\$56.65	\$386,636.25
Occupational Therapist	\$65.92	\$65.92	\$179,961.60
		Total	\$1,459,376.10

Previous Year Purchase Total: \$483,135.00. Current Projected Purchase Total: \$1,459,376.00

The not to exceed total for Soliant Healthcare contracted services is \$1,459,376.00 for the FY 2018. Based on the vendor's ability to meet the district's staffing needs and the lowest possible price, the district reserves the right to shift services between vendors. Therefore, the total listed is the projected contract total.

Funding Source:

Depending on the service provided, funding will be provided through Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds and/or Medicaid.

Bid Process:

The District issued Request for Proposal 16-0439-C to obtain suppliers to provide Social Work, Speech-Language Pathology, Physical Therapy, Occupational Therapy and Physiological services to students assigned by DPSCD personnel, in accordance with physician orders and the established plan of care. Fourteen proposals were received; CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Maxim Healthcare Services, Therapy Staff, EBS (Educational Based Services), Progressus Therapy, EDU Healthcare, Cumberland Therapy Services, E-Therapy, Stellar Therapy Services, Futures Education, Soliant Health and Chitter Chatter.

The evaluation committee reviewed 14 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected seven suppliers, including CareerStaff Unlimited who, based on their proposal strongly fit the needs of the District.

Contact for Item:

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DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Therapy Staff Unlimited, LLC August 7, 2017

Recommendation:

That the School Board approve the extension of the contract with Therapy Staff Unlimited, LLC to provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students for the period ending June 30, 2018 in the amount not to exceed \$1,979,523.

Description and Background:

The Office of Specialized Students Services (OSSS) assesses students to determine eligibility for special education services, provides diagnoses of potential special education needs and makes recommendations for appropriate treatment. The department interprets and explains assessment findings to parents, guardians, school staff, and other Individualized Educational Plan Team (IEPT) members. Further, the department develops and modifies therapy goals, objectives, materials and activities to meet individual student needs. The district is responsible for providing services to 103 district schools, 14 private parochial schools located in Wayne County, 71 non-public head-start centers and Child Find Referrals for early identified learners. For the 2016-2017 school year, the District employed 18 occupational therapists (OT), 13 physical therapists (PT), and 46 speech/language pathologists (SLPs) from contracted vendors. The district did not obtain social workers or psychologists from contracted vendors and was unable to timely meet the needs of all students due to a shortage in service providers.

Gap Analysis:

The district is federally mandated to provide programs and services to eligible students. Child Find requires that those suspected of having special education eligibilities be identified, evaluated and provided special education and/or related services. The district continues to face a shortage of teachers in this area due primarily to resignations and retirements. During the prior three years the district lost staff in the following amounts: 2014-15 - 27 new vacancies created; 2015-16 - 61 new vacancies created, 2016-17 - 27 new vacancies created. This often resulted in a sustained vacancy in the area due to the inability to identify staff to fill the positions on a full-time basis. During that same period, OSSS utilized contracted personnel to provide services as required by a student's IEP. With the current case load of the staff and due to potential vacancies contracted OSSS staff services are needed as a supplement to district staff to meet the needs of the multiple student populations served. The district will use the 2017-2018 school year to develop a plan to

Therapy Staff Unlimited, LLC
August 7, 2017

build an internal hiring plan for these positions and also attempt to consolidate the use of multiple vendors for the same function to one, where possible.

Previous Outcomes:

For the 2016-2017 school year Therapy Staff Unlimited provided 12 Speech-Language Pathologists, seven Occupational Therapists, and three Physical Therapists.

Service	Total for 2016-17	Portion by Therapy Staff Unlimited
SLP-Caseload	5,090	639
SLP-Therapy	93,989	1,932
SLP-Assessments/IEPs	4,964	467
OT-Caseload	1,767	500
OT-Therapy	37,022	9,782
OT-Assessments/IEPs	413	58
PT-Caseload	434	150
PT-Therapy	8,496	3,004
PT-Assessment/IEPs	148	14

Expected Outcomes:

A preliminary review of caseloads indicates there will be an increase in the overall number of students needing services and in the amount of sessions or contact time in specialized services. This need would require additional staff from Therapy Staff Unlimited to include 11 Speech-Language Pathologists, seven Occupational Therapists, four Physical Therapists, one Psychologist and one Social Worker as identified in the chart below.

Service	Total Projected for 2017-18	Portion by Therapy Staff Unlimited
SLP-Caseload	5,599	572
SLP-Therapy	103,388	1,716
SLP-Assessments/IEPs	5,460	352
SSW-Caseload	4,400	39
SSW- Therapy	13,222	114
SSW-Assessments/IEPs	936	10
Psych-Assessment/IEPs	2,750	50
OT-Caseload	1,939	530
OT-Therapy	38,330	9,880
OT-Assessments/IEPs	477	65
PT-Caseload	454	150
PT-Therapy	8,585	3,000

Therapy Staff Unlimited, LLC

August 7, 2017

PT-Assessment/IEPs	156	14
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Financial Impact:

While the staffing projections are subject to change based on obtaining approved service providers from each agency, the projected increase in contracted costs is due to the addition of personnel and a tiered increase of hourly rates over the life of the current contract.

Service Providers	Rate 2016-2017	Rate 2017-2018	Projected 2017 amount
Speech Pathologist (SLP)	\$62	\$62	\$930,930.00
Psychologists	\$59.85	\$59.86	\$81,695.35
School Social Worker	\$50	\$50	\$68,250.00
Occupational Therapist	\$59.85	\$59.85	\$571,866.75
Physical Therapist	\$59.85	\$59.85	\$326,781.00
		Total	\$1,979,523.10

Previous Year Purchase Total: \$1,695,141.00. Current Projected Purchase Total: \$1,979,523.10

The not to exceed total for Therapy Staff Unlimited, LLC contracted services is \$1,979,523.10 for the FY 2018. Based on the vendor's ability to meet the district's staffing needs and the lowest possible price, the district reserves the right to shift services between vendors. Therefore, the total listed is the projected contract total

Funding Source:

Depending on the service provided, funding will be provided through Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds and/or Medicaid.

Bid Process:

The District issued Request for Proposal 16-0439-C to obtain suppliers to provide Social Work, Speech-Language Pathology, Physical Therapy, Occupational Therapy and Physiological services to students assigned by DPSCD personnel, in accordance with physician orders and the established plan of care. Fourteen proposals were received; CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Maxim Healthcare Services, Therapy Staff, EBS (Educational Based Services), Progressus Therapy, EDU Healthcare, Cumberland Therapy Services, E-Therapy, Stellar Therapy Services, Futures Education, Soliant Health and Chitter Chatter.

The evaluation committee reviewed 14 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected seven suppliers, including CareerStaff Unlimited who, based on their proposal strongly fit the needs of the District.

Therapy Staff Unlimited, LLC
August 7, 2017

Contact for Item:

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DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Contracted Nursing Staff Contracts (2017-2018) August 7, 2017

Recommendation:

That the School Board approve the renewal of contracts for nursing and medical assistant services in schools and during student transport not to exceed (NTE) \$3,843,818. These services will be provided by the following vendors and the projected total per vendor is set forth below:

1. Around the Clock (ATC) Healthcare Services	\$253,890
2. CareerStaff Unlimited	\$2,897,878
3. Elite Medical Staffing	\$271,980
4. RCM Healthcare Services	\$474,070

Description and Background:

The district contracts with vendors to supplement the medical services being provided to students. The district receives medical orders from physicians regarding care of students with medical conditions. The district currently employs eighteen Registered Nurses who provide services as required by students' Individualized Education Plans (IEP) and/or 504 plans. Eight are assigned to individual schools; One is assigned to service the Early Intervention Diagnostic Center, and Nine are assigned as Outreach Nurses who cover the remaining schools on an as needed basis, through direct provision of services as well as training and oversight of contracted medical and non-medical staff.

Gap Analysis:

Contracted nursing services were needed as a supplement to district nursing staff to provide medication management and school health service needs. In addition to the needs of special education students, 38 general education schools were staffed with medical personnel to administer physician ordered routine nursing care. In the 2016-2017 fiscal year, there were 417 students with IEPs and 504 plans which included nursing services and an additional 259 students were on nursing caseloads in the center based programs. Nursing staff provides emergency care for acute illness and injuries during the school day. In addition, district Outreach Nurses are required to attend meetings related to establishment and development of care plans. In total, the district is expected to utilize 48 contracted nursing staff members. The 2017-2018 school

Contracted Nursing Staff Contracts (2017-2018)

Date: August 7, 2017

year will be used to analyze nursing contract to streamline contracted services and to develop a long-term plan to hire district-employed nurses.

Previous Outcomes:

All district schools received legally required nursing services. In addition, the district’s six center-based schools were staffed at appropriate levels to meet the physician ordered nursing care needs of their students. Students with medical needs or classified as medically fragile were able to participate in school field trips because sufficient nursing staff was available to travel with students.

Expected Outcomes:

Contracted nursing staff will utilize nursing principles to administer medications, provide direct care to students with various medical conditions in the school setting and perform basic preventative and therapeutic nursing procedures as ordered by the physician and/or delegated by the district’s Registered Nurse, ensuring district students receive safe and appropriate required services.

Financial Impact:

Vendor	Projected Amounts
Around the Clock (ATC) Healthcare Services	\$253,890
CareerStaff Unlimited	\$2,897,878
Elite Medical Staffing	\$217,980
RCM Healthcare Services	\$474,070
TOTAL NTE FOR CONTRACTED SERVICES	\$3,843,818

Rates per hour:

Vendor	Registered Nurses (RNs)	Licensed Practical Nurses (LPNs)	Medical Assistants (MAs)
ATC Healthcare	\$41.00	\$31.00	\$22.00
Career Staff Unlimited	\$40.00	\$31.50	\$17.75
Elite Medical Staffing	\$38.50	\$29.25	\$18.75
RCM Healthcare	\$40.90	\$31.00	\$22.90

The combined not to exceed total for these services is \$3,843,818 for FY 2018. Based on the each of the four (4) listed vendor’s ability to meet the district’s staffing needs and the lowest possible price, the district reserves the right to shift services between these vendors. Therefore, the total listed is the projected total per contract but the total cost of nursing services will not exceed \$3,843,818.

Contracted Nursing Staff Contracts (2017-2018)

Date: August 7, 2017

Funding Source:

1. Nursing Services On-Site: (allocation varies depending on services provided) Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds and/or Medicaid.
2. Nursing Services During Transport: 29.58% General Funds; 70.42% Special Education State Aid Funds.

Bid Process:

The District issued Request for Proposal 16-0438-C in 2016 to obtain suppliers that could provide personal and skilled nursing services to students assigned by district personnel, in accordance with physician orders and established plans of care. Eight proposals were received; Around the Clock (ATC) Healthcare Services, CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Elite Medical Staffing, Maxim Healthcare Services, RCM Health Care Services and Therapy Staff.

The evaluation committee reviewed 8 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected the four suppliers, who based on their proposals, strongly fit the needs of the District.

Contact for Item:

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DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Chitter Chatter P.C. August 7, 2017

Recommendation:

That the School Board approve the extension of the contract with Chitter Chatter to provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students for the period ending June 30, 2018 in the amount not to exceed \$723,450.00

Description and Background:

The Office of Specialized Students Services (OSSS) assesses students to determine eligibility for special education services, provides diagnoses of potential special education needs and makes recommendations for appropriate treatment. The department interprets and explains assessment findings to parents, guardians, school staff, and other Individualized Educational Plan Team (IEPT) members. Further, the department develops and modifies therapy goals, objectives, materials and activities to meet individual student needs. The district is responsible for providing services to 103 district schools, 14 private parochial schools located in Wayne County, 71 non-public head-start centers and Child Find Referrals for early identified learners. For the 2016-2017 school year, the District employed 18 occupational therapists (OT), 13 physical therapists (PT), and 46 speech/language pathologists (SLPs) from contracted vendors. The district did not obtain social workers or psychologists from contracted vendors and was unable to timely meet the needs of all students due to a shortage in service providers.

Gap Analysis:

The district is federally mandated to provide programs and services to eligible students. Child Find requires that those suspected of having special education eligibilities be identified, evaluated and provided special education and/or related services. The district continues to face a shortage of teachers in this area due primarily to resignations and retirements. During the prior three years the district lost staff in the following amounts: 2014-15 - 27 new vacancies created; 2015-16 - 61 new vacancies created, 2016-17 - 27 new vacancies created. This often resulted in a sustained vacancy in the area due to the inability to identify staff to fill the positions on a full-time basis. During that same period, OSSS utilized contracted personnel to provide services as required by a student's IEP. With the current case load of the staff and due to potential vacancies contracted OSSS staff services are needed as a supplement to district staff to meet the needs of the multiple student populations served. The district will use the 2017-2018 school year to develop a plan to

Chitter Chatter P.C.

August 7, 2017

build an internal hiring plan for these positions and also attempt to consolidate the use of multiple vendors for the same function to one, where possible.

Previous Outcomes:

For the 2016-2017 school year Chitter Chatter provided three Speech-Language Pathologists and one Occupational Therapist.

Service	Total for 2016-17	Portion by Chitter Chatter
SLP-Caseload	5,090	182
SLP-Therapy	93,989	546
SLP-Assessments/IEPs	4,964	96
OT-Caseload	1,767	44
OT-Therapy	37,022	1,290
OT-Assessments/IEPs	413	4

Expected Outcomes:

A preliminary review of caseloads indicates there will be an increase in the overall number of students needing services and in the amount of sessions or contact time in specialized services. This need would require additional staff from Chitter Chatter to include three Speech-Language Pathologists, one Occupational Therapists, two Psychologists and two Social Workers as identified in the chart below.

Service	Total Projected for 2017-18	Portion by Chitter Chatter
SLP-Caseload	5,599	182
SLP-Therapy	103,388	546
SLP-Assessments/IEPs	5,460	96
SSW-Caseload	4,400	76
SSW- Therapy	13,222	228
SSW-Assessments/IEPs	936	16
Psych-Assessment/IEPs	2,750	100
OT-Caseload	1,939	50
OT-Therapy	38,330	1,300
OT-Assessments/IEPs	477	6

Financial Impact:

While the staffing projections are subject to change based on obtaining approved service providers from each agency, the projected increase in contracted costs is due to the addition of personnel and a tiered increase of hourly rates over the life of the current contract.

Chitter Chatter P.C.

August 7, 2017

Service Providers	Rate 2016-2017	Rate 2017-2018	Projected 2017 amount
Speech Pathologist (SLP)	\$65	\$65	\$266,175
Psychologists	\$70	\$70	\$191,100
School Social Worker	\$65	\$65	\$177,450
Occupational Therapist	\$65	\$65	\$88,725
		Total	\$723,450

Previous Year Purchase Total: \$327,000.00. Current Projected Purchase Total: \$723,450.00

The not to exceed total for Chitter Chatter contracted services is \$723,450.00 for the FY 2018. Based on the vendor's ability to meet the district's staffing needs and the lowest possible price, the district reserves the right to shift services between vendors. Therefore, the total listed is the projected contract total.

Funding Source:

Depending on the service provided, funding will be provided through Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds and/or Medicaid.

Bid Process:

The District issued Request for Proposal 16-0439-C to obtain suppliers to provide Social Work, Speech-Language Pathology, Physical Therapy, Occupational Therapy and Physiological services to students assigned by DPSCD personnel, in accordance with physician orders and the established plan of care. Fourteen proposals were received; CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Maxim Healthcare Services, Therapy Staff, EBS (Educational Based Services), Progressus Therapy, EDU Healthcare, Cumberland Therapy Services, E-Therapy, Stellar Therapy Services, Futures Education, Soliant Health and Chitter Chatter.

The evaluation committee reviewed 14 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected seven suppliers, including CareerStaff Unlimited who, based on their proposal strongly fit the needs of the District.

Contact for Item:

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DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee Cumberland Therapy August 7, 2017

Recommendation:

That the School Board approve the extension of the contract with Cumberland Therapy to provide skilled Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Psychologist and Social Workers for the District's students for the period ending June 30, 2018 in the amount not to exceed \$645,044.40.

Description and Background:

The Office of Specialized Students Services (OSSS) assesses students to determine eligibility for special education services, provides diagnoses of potential special education needs and makes recommendations for appropriate treatment. The department interprets and explains assessment findings to parents, guardians, school staff, and other Individualized Educational Plan Team (IEPT) members. Further, the department develops and modifies therapy goals, objectives, materials and activities to meet individual student needs. The district is responsible for providing services to 103 district schools, 14 private parochial schools located in Wayne County, 71 non-public head-start centers and Child Find Referrals for early identified learners. For the 2016-2017 school year, the District employed 18 occupational therapists (OT), 13 physical therapists (PT), and 46 speech/language pathologists (SLPs) from contracted vendors. The district did not obtain social workers or psychologists from contracted vendors and was unable to timely meet the needs of all students due to a shortage in service providers.

Gap Analysis:

The district is federally mandated to provide programs and services to eligible students. Child Find requires that those suspected of having special education eligibilities be identified, evaluated and provided special education and/or related services. The district continues to face a shortage of teachers in this area due primarily to resignations and retirements. During the prior three years the district lost staff in the following amounts: 2014-15 - 27 new vacancies created; 2015-16 - 61 new vacancies created, 2016-17 - 27 new vacancies created. This often resulted in a sustained vacancy in the area due to the inability to identify staff to fill the positions on a full-time basis. During that same period, OSSS utilized contracted personnel to provide services as required by a student's IEP. With the current case load of the staff and due to potential vacancies contracted OSSS staff services are needed as a supplement to district staff to meet the needs of the multiple student populations served. The district will use the 2017-2018 school year to develop a plan to build an internal hiring plan for these positions and also attempt to consolidate the use of multiple

Cumberland Therapy
August 7, 2017

vendors for the same function to one, where possible.

Previous Outcomes:

For the 2016-2017 school year Cumberland Therapy provided one Speech-Language Pathologist.

Service	Total for 2016-17	Portion by Cumberland Therapy
SLP-Caseload	5,090	52
SLP-Therapy	93,989	156
SLP-Assessments/IEPs	4,964	32

Expected Outcomes:

A preliminary review of caseloads indicates there will be an increase in the overall number of students needing services and in the amount of sessions or contact time in specialized services. This need would require additional staff from Cumberland Therapy to include two Speech-Language Pathologists, two Psychologists and three Social Workers as identified in the chart below.

Service	Total Projected for 2017-18	Portion by Cumberland Therapy
SLP-Caseload	5,599	104
SLP-Therapy	103,388	312
SLP-Assessments/IEPs	5,460	64
SSW-Caseload	4,400	114
SSW- Therapy	13,222	342
SSW-Assessments/IEPs	936	24
Psych-Assessment/IEPs	2,750	100

Financial Impact:

While the staffing projections are subject to change based on obtaining approved service providers from each agency, the projected increase in contracted costs is due to the addition of personnel and a tiered increase of hourly rates over the life of the current contract.

Service Providers	Rate 2016-2017	Rate 2017-2018	Projected 2017 amount
Speech Pathologist (SLP)	\$64	\$65.28	\$178,214.40
Psychologists	\$78	\$78	\$212,940.00
School Social Worker	\$62	\$62	\$253,890.00
		Total	\$645,044.40

Previous Year Purchase Total: \$241,920.00.

Current Projected Purchase Total: \$645,044.40

Cumberland Therapy
August 7, 2017

The not to exceed total for Cumberland Therapy contracted services is \$645,044.40 for the FY 2018. Based on the vendor's ability to meet the district's staffing needs and the lowest possible price, the district reserves the right to shift services between vendors. Therefore, the total listed is the projected contract total

Funding Source:

Depending on the service provided, funding will be provided through Act 18 Special Education Funds administered by Wayne County Regional Educational Services Agency; Title I (for social work services only); Special Education State Aid Funds and/or Medicaid.

Bid Process:

The District issued Request for Proposal 16-0439-C to obtain suppliers to provide Social Work, Speech-Language Pathology, Physical Therapy, Occupational Therapy and Physiological services to students assigned by DPSCD personnel, in accordance with physician orders and the established plan of care. Fourteen proposals were received; CareerStaff Unlimited, Cell Staff, Diamond Healthcare Staffing, Maxim Healthcare Services, Therapy Staff, EBS (Educational Based Services), Progressus Therapy, EDU Healthcare, Cumberland Therapy Services, E-Therapy, Stellar Therapy Services, Futures Education, Soliant Health and Chitter Chatter.

The evaluation committee reviewed 14 supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected seven suppliers, including CareerStaff Unlimited who, based on their proposal strongly fit the needs of the District.

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DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub-Committee **Allied Waste Services d/b/a Republic Waste Services Contract** **August 7, 2017**

Recommendation:

That the School Board approve the first contract renewal option for trash removal and recycling services performed by Allied Waste Services d/b/a Republic Waste Services (“Republic”) for the 2017-2018 fiscal year in an amount Not-to-Exceed (NTE) \$603,460.

Description and Background:

To comply with Chapter 22 of the Detroit City Code, specifically, § 22-2-56 of 2006, which governs the handling of solid waste generated at all residential and commercial property within the city, the school district is responsible for the collection and removal of solid waste from its properties. The district has used the services of Republic since 2004 to ensure efficient waste removal and regulatory compliance, and expanded the service contract to also include recycling at 53 schools in 2016-17.

Gap Analysis:

This service contract allows the school district to maintain compliance with local ordinance at its 105 schools and four (4) administrative buildings.¹ The district cannot provide these services internally because it would require an investment in equipment, licensing, facilities and insurance. No other commercial facility in the City of Detroit performs trash removal and recycling services without use of a third-party contractor.

Previous Outcomes:

In 2016-2017, Republic performed solid waste removal services at 94 schools and four (4) administrative buildings including: Police Headquarters, the Support Services Complex Buildings A, B and C, as well as recycling services at 53 of the 94 schools. The frequency of services provided was adjusted throughout the year based on activity levels and reduced to an abbreviated schedule during breaks which yields cost savings for the district. The terms of the previous contract, in the amount of \$475,000.00, were satisfactorily fulfilled by Republic.

¹ This service contract does not include solid waste nor recycling services for the school district’s central office at the Fisher Building. Fisher Building services are provided by the building at no cost to the district.

Republic Waste Services Contract

Date: August 7, 2017

Expected Outcomes:

Through the 2017-2018 contract renewal, Republic will expand its trash removal and recycling services for Detroit Public Schools Community District. Republic will continue trash removal services at 91 schools, and add the eleven former Education Achievement Authority campuses that have rejoined the Detroit Public Schools Community District. Republic will also continue to service select administrative spaces, including Police Headquarters, the Support Services Complex Buildings A, B and C. Finally, 51 schools, on top of the initial 53, will begin receiving recycling services.

Financial Impact:

The table below outlines the total number of containers, cost per cubic yard and the total Not-to-Exceed annual amount for 2017-18. The proposed contract is larger than previous years to account for the increase in services to schools. However, Republic has not increased its cost per cubic yard during its 13-year history of servicing the district.

Solid Waste Services	# of Containers	Cost per Cubic Yard	Total Annual Cost
Removal and disposal costs associated with loose refuse deposited into front load (or equivalent) containers. 4 cubic yard containers	1	\$ 1.36	\$ 282.88
Removal and disposal costs associated with loose refuse deposited into front load (or equivalent) containers. 6 cubic yard containers	54	\$ 1.36	\$ 56,646.72
Removal and disposal costs associated with loose refuse deposited into front load (or equivalent) containers. 8 cubic yard containers	221	\$ 1.36	\$ 309,753.60
Recycling Services			
Remove costs associated with mixed stream recyclables, i.e., classroom paper, plastic bottles and cardboard 4 Cubic Yard	1	\$ 1.70	\$ 353.60
Remove costs associated with mixed stream recyclables, i.e., classroom paper, plastic bottles and cardboard 6 Cubic Yard	10	\$ 1.70	\$ 5,304.00
Remove costs associated with mixed stream recyclables, i.e., classroom paper, plastic bottles and cardboard 8 Cubic Yard	93	\$ 1.70	\$ 131,539.20
Open Top Containers			
Container delivery, placement & removal cost for: 10 cubic yd. open	20.00	\$ 195.00	\$ 3,900.00
Container delivery, placement & removal cost for: 20 cubic yd. open	45.00	\$ 205.00	\$ 9,225.00
Container delivery, placement & removal cost for: 30 cubic yd. open	10.00	\$ 221.50	\$ 2,215.00
Compactors at Cass Tech and DSA			

Republic Waste Services Contract

Date: August 7, 2017

Self-contained compactor installation, removal, maintenance, and disposal services (25)	1	405./per exch, 2x wkly serv	\$42,120.00
Self-contained compactor installation, removal, maintenance, and disposal services (35)	1	405/per exch, 2x wkly serv	\$42,120.00
Total NTE Amount for FY17-18			\$ 603,460.00

Fund Source: The District records waste and recycling services in the General Fund budget for Operations.

Bid Process: DPSCD issued Request for Proposal #16-407-C in 2016-17 school year for Solid Waste Removal and Recycle Services. Of proposal responses Republic was selected and awarded a contract for one year (July 1, 2016 - June 30, 2017) not to exceed \$542,294.00 per year with the option for four additional one-year renewals.

The Evaluation Committee reviewed the proposal and took into consideration the contractor's prior experience and performance over the last 13 years, pricing and approach and selected Republic.

Contact for Item:

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DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub Committee Meeting July 21, 2017

Recommendation:

That the Board approve contracts with four vendors (City Cab, Detroit Cab, SW Transport Co., LLC, [d/b/a Checker Cab], and Trinity Transportation) to operate 147 curb-to-curb transportation routes for students receiving special education services and homeless students, as required by federal and state law, for the period ending August 31, 2018.

- Recommendation 1(R.1): City Cab Not to Exceed (“NTE”) contract in the amount of \$258,265.00
- Recommendation 2(R.2): Detroit Cab NTE contract in the amount of \$461,550.00
- Recommendation 3(R.3): SW Transport Co., LLC (d/b/a Checker Cab) NTE contract in the amount of \$804,998.00
- Recommendation 4(R.4): Trinity Transportation NTE contract in the amount of \$447,070.00

Description and Background:

The district’s Office of Student Transportation, in consultation with the Office of Specialized Student Services and other district departments, arranges transportation for special education and homeless students whose individualized needs cannot be met by the district’s other transportation service options, for medical or other approved reasons. Transportation arrangements include:

Vendor	Round Trip (Point AB/BA)	One Way (Point AB)	Special Round Trip	Special Round Trip (Out of City)	Out of City One Way (5-15 miles)	Out of City One Way (15+ miles)
R.1: City Cab	\$65.00	\$36.50	\$95.00	\$103.00	\$66.00	\$76.00
R.2: Detroit Cab	\$60.00	\$30.00	\$75.00	\$85.00	\$50.00	\$60.00
R.3: SW Transport CO	\$61.00	\$30.50	\$122.00	\$122.00	\$30.50	\$63.50
R.4: Trinity Transp.	\$65.00	\$35.00	\$95.00	\$103.00	\$54.00	\$74.00

One or more students may travel together. As required by Michigan state law, all drivers are fingerprinted and submit to background checks.

Gap Analysis:

This service will allow the district to provide services to up to 300 students to access educational services. Transportation services for identified students are mandated by students’ Individual Education Plans (IEPs) and/or McKinney-Vento Act requirements, which mandate the provision of individualized services to homeless students. Without transportation, the district would be out

Small Vehicle Transportation

Date: July 21, 2017

of compliance with state and federal law. Due to their individualized needs, disabilities, and other impairments this fragile student population require special transportation services to access a Free and Appropriate Education (FAPE). This student subgroup is also affected by increased absenteeism rates which affect academic achievement and the district's per pupil funding. The average home-to-school distance of a student receiving small vehicle service in 2016-17 was 5.75 miles versus 3.80 miles for those who ride a school bus.

Previous Outcomes:

In fiscal 2016-2017, the district used these services to approximately 210 special education students and 45 homeless students. Utilizing taxi cabs/small vehicles versus yellow buses is cost effective for the district.

Expected Outcomes:

In fiscal 2017-2018, the district anticipates that this service will transport 230 special education students and 70 homeless students. This increase addresses the needs of the 11 schools that returned to the district this school year. The use of taxi cabs/small vehicles will help reduce yellow buses costs for select students, which is approximately 75% less than using a yellow bus on a vehicle to vehicle comparison. The round-trip route cost to use a school bus to provide comparable services is \$263.52 per day, in comparison to an average cab cost of \$62.50 per day.

Financial Impact:

Previous Year Contract & Current Year Not to Exceed Contract

Vendor	Previous Year Contract Total	Current Year Not To Exceed Contract Total (Projected Expenditure plus 25% contingency for vehicle capacity & driver fluctuations)
R.1: City Cab	\$146,497.00	\$258,265.00
R.2: Detroit Cab	\$54,900.00	\$461,550.00
R.3: SW Transport CO	\$581,272.20	\$804,998.00
R.4: Trinity Transp.	\$291,316.00	\$447,070.00
Total	\$1,073,985.20	\$1,971,883.00

Rates:

A. Sedan Pricing 2017-2018 School Year

Vendor	Round Trip (Point AB/BA)	One Way (Point AB)	Special Round Trip	Special Round Trip (Out of City)	Out of City One Way (5-15 miles)	Out of City One Way (15+ miles)
R.1: City Cab	\$65.00	\$36.50	\$95.00	\$103.00	\$66.00	\$76.00
R.2: Detroit Cab	\$60.00	\$30.00	\$75.00	\$85.00	\$50.00	\$60.00
R.3: SW Transport CO	\$61.00	\$30.50	\$122.00	\$122.00	\$30.50	\$63.50
R.4: Trinity Transp.	\$65.00	\$35.00	\$95.00	\$103.00	\$54.00	\$74.00

Small Vehicle Transportation

Date: July 21, 2017

B. Van Pricing 2017-2018 School Year

Vendor	Round Trip (Point AB/BA)	One Way (Point AB)	Special Round Trip	Special Round Trip (Out of City)	Out of City One Way (5- 15 miles)	Out of City One Way (15+ miles)
R.1: City Cab	N/A	N/A	N/A	N/A	N/A	N/A
R.2: Detroit Cab	\$70.00	\$35.00	N/A	N/A	N/A	N/A
R.3: SW Transport CO	N/A	N/A	N/A	N/A	N/A	N/A
R.4: Trinity Transp.	\$75.00	\$45.00	\$105.00	\$123.00	\$64.00	\$84.00

Funding Source: General Funds, and Title I (Homeless Students Only).

Bid Process:

The district issued Request for Proposal 17-0000-C in 2017 to obtain suppliers to provide curb-to-curb transportation service to special education and homeless students. Five proposals were received: Trinity Transportation, Greater Detroit Cab, Detroit Cab, City Cab and Checker Cab.

The evaluation committee reviewed the five supplier proposals based upon criteria which encompassed supplier background, experience, capability, and cost. The team selected four suppliers, including City Cab, Detroit Cab, SW Transport Co and Trinity Transportation who, based on their proposals, strongly fit the needs of the district.

Contact for Item:

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DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Finance Sub Committee Meeting July 21, 2017

Recommendation:

That the School Board approve the purchase of bus passes to serve up to 6,864 students during the 2017-2018 school year, and 4,285 students during summer 2018 by the City of Detroit Department of Transportation (DDOT), Not to Exceed (NTE) the amount of \$2,183,300.00.

Description and Background:

The district leverages DDOT to provide statutorily required daily transportation services for all students living greater than 1.5 miles from middle or high school sites.¹

In addition, for 2017-2018, with the return of 5 former-Detroit Public School high schools to the district, a projected 965 students may require bus passes. Further, increased enrollment is expected to increase students served by (i) the Impact Program, which provides credit recovery opportunities, and (ii) federally mandated services stipulated in the McKinney-Vento Homeless Education Assistance Act.

Gap Analysis:

The district will be able to provide up to 6,864 district secondary students access to DDOT for daily transit to and from school. Without the city of Detroit public transportation, the district would risk losing student enrollment due to issues with transportation or the district would have to pay for school busses to transport students at a greater cost. Lack of regular transportation would likely increase absenteeism which affects academic achievement and the district's per pupil funding.

Previous Outcomes:

In the 2016-2017 school year, including summer school, DPSCD-paid transportation on DDOT buses totaled \$1,938,950.

Expected Outcomes:

Based on statutory requirements, the district will increase the number of students who will have access to district funded transportation on DDOT busses. Provided bus passes will help facilitate increased school attendance and participation in athletic, extra-curricular, and other after school activities.

¹ Where a district has elected to provide transportation, Michigan Compiled Law, Section 380.1321 does not require the District to transport or pay for transportation of a resident pupil living within 1.5 miles, by the nearest traveled route, to the public or state approved nonpublic school in which the pupil is enrolled.

City of Detroit Bus Passes

Date: July 21, 2017

Financial Impact:

	Cost	Funding
Annual Base Allocation (DPSCD)	\$1,518,950.00	General Funds
Students from Five Returned Buildings	\$263,445.00	General Funds
2017-18 Impact Program	\$91,455.00	General Funds
McKinney-Vento Students	\$9,450.00	Federal Grant Funds
2018 Summer Bus Passes	\$300,000.00	Federal Grant Funds
Total	\$2,183,300.00	

Bid Process:

The DDOT is the only source from which these passes can be purchased.

Contact for Item:

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a. Community District's Monthly Report

b. Community District's Work Plan

c. Transmittal of the Community District's debt service requirements certification

d. Consideration of the Community District's August 2017 contract approval requests

e. Consideration of the Community District's August 2017 out-of-state travel reimbursement

f. Consideration of the Community District's DFT collective bargaining agreement

Appendix



STATE OF MICHIGAN
DEPARTMENT OF TREASURY
LANSING

RICK SNYDER
GOVERNOR

NICK A. KHOURI
STATE TREASURER

DETROIT FINANCIAL REVIEW COMMISSION

SCHOOL DISTRICT RESOLUTION 2017-18

APPROVING THE COMMUNITY DISTRICT'S AUGUST 2017 OUT-OF-STATE TRAVEL REIMBURSEMENT REQUESTS

WHEREAS, Public Act 181 of 2014, the Michigan Financial Review Commission Act (the "Act"), allows for the creation of the Detroit Financial Review Commission (the "Commission") within the Michigan Department of Treasury; and

WHEREAS, Section 6(1) of the Act empowers the Commission to provide oversight for the Detroit Public Schools Community District (the "Community District") beginning on June 21, 2016; and

WHEREAS, Section 7(q) of the Act provides that during the period of oversight, the Commission approve all Community District reimbursements to school board members, officials, and employees for travel outside the state; and

WHEREAS, at the Commission meeting on August 28, 2017, the Community District presented out-of-state travel reimbursement requests, attached as **Exhibit A** to this Resolution, for the Commission's review and approval.

NOW THEREFORE, be it resolved by the Detroit Financial Review Commission as follows:

1. That the Community District's August 2017 out-of-state travel reimbursement requests, attached as **Exhibit A** to this Resolution but excluding any reimbursements a majority of Commission members present has agreed to exclude as noted in the minutes, are hereby approved.
2. That the minutes of the Detroit Financial Review Commission meeting at which this Resolution is adopted take notice of the adoption of this Resolution.
3. This Resolution shall have immediate effect.

Out of State Travel Reimbursement Requests

The following reimbursements (estimated cost) are being provided to the Board of Education for review and approval. These must also be provided to the FRC for review and approval pursuant to section 7(q) of the Michigan Financial Review Commission Act.

Conference Name	Location of Trip	Dates of Conference	School/ Department	Central Office	School-Based	Participants	Student	Faculty	Funding Source	Total Est. Cost	Approved by:
Grant Funds											
National PBIS Leadership Forum	Chicago, IL	9/26/17 – 9/29/17	Office of Specialized Student Services		x	2	0	2	Grants	3,380.00	School Climate Transformation Grant Approved FY 2017
Total						2	0	2		\$3,380.00	

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STATE OF MICHIGAN
DEPARTMENT OF TREASURY
LANSING

RICK SNYDER
GOVERNOR

NICK A. KHOURI
STATE TREASURER

DETROIT FINANCIAL REVIEW COMMISSION

SCHOOL DISTRICT RESOLUTION 2017-19

**APPROVING THE COMMUNITY DISTRICT'S COLLECTIVE
BARGAINING AGREEMENT**

WHEREAS, Public Act 181 of 2014, the Michigan Financial Review Commission Act (the "Act"), allows for the creation of the Detroit Financial Review Commission (the "Commission") within the Michigan Department of Treasury; and

WHEREAS, Section 6(1) of the Act empowers the Commission to provide oversight for the Detroit Public Schools Community District (the "Community District") beginning on June 21, 2016; and

WHEREAS, Section 6(9) of the Act requires that during the period of oversight, the Community District shall submit new and amended collective bargaining agreements, to which it is a party, to the Commission for review and approval after approval by the Community District's governing body and chief executive officer; and

WHEREAS, Section 6(9) of the Act further requires the Commission to approve or reject collective bargaining agreements submitted to it within 45 days of submission; and

WHEREAS, the Financial Review Commission has approved collective bargaining agreement between the Community District and the Detroit Federation of Teachers Union on August 28, 2017, for a term expiring June 30, 2020; and

WHEREAS, at the Commission meeting on August 28, 2017 the Community District presented the aforementioned collective bargaining agreement to the Commission.

NOW THEREFORE, be it resolved by the Detroit Financial Review Commission as follows:

1. That the Community District's collective bargaining agreement between the Community District and the aforementioned bargaining unit, as presented to the Commission on August 28, 2017 are hereby approved.
2. That the minutes of the Detroit Financial Review Commission meeting at which this Resolution is adopted take notice of the adoption of this Resolution.
3. This Resolution shall have immediate effect.

DFT Negotiations Economic Summary (FY 2018 / FY 2019)

	Status Quo	Ratified Agreement
End of year B.A. Step 1	\$35,683 / \$35,683	\$38,500 / \$38,500
End of year M.A. Step 1	\$37,384 / \$37,384	\$40,335 / \$40,335
End of year B.A. Top Step	\$56,099 / \$56,099	\$57,782 / \$60,169
End of year M.A. Top Step	\$65,265 / \$65,265	\$67,223 / \$70,000
Steps (Movement)	10 (First Semester)	15 (Second Semester)
Salary Increase (Top step)	0.00% / 0.00%	3.00% / 4.13% ⁽¹⁾
Salary Increase (All other steps)	0.00% / 0.00%	0.00% / 0.00%
Bonus	\$0 / \$0	\$1,750 / \$0 ⁽²⁾

(1) Salary increase occurs in the second semester for FY 2018 and FY 2019

(2) Bonus to be paid at beginning of school year in September 2017 (FY 2018) for members in the M.A., M.A.+30 / J.D., and Ph.D. lanes at the top step

Ratified Agreement Salary Schedule

FY 2018											
1st Semester					2nd Semester						
Step	Grade	BA	MA	MA+30, JD	Ph.D.	Step	Grade	BA	MA	MA+30, JD	Ph.D.
1		35,683	37,384	37,684	37,984	1		38,500	40,335	40,635	40,935
2		36,607	40,643	40,943	41,243	2		39,757	42,116	42,416	42,716
3		38,497	42,979	43,279	43,579	3		41,014	43,897	44,197	44,497
4		40,329	45,258	45,558	45,858	4		42,271	45,677	45,977	46,277
5		42,219	47,531	47,831	48,131	5		43,528	47,458	47,758	48,058
6		44,112	49,876	50,176	50,476	6		44,785	49,239	49,539	49,839
7		46,010	52,143	52,443	52,743	7		46,042	51,019	51,319	51,619
8		47,839	54,486	54,786	55,086	8		47,300	52,800	53,100	53,400
9		49,726	56,760	57,060	57,360	9		48,557	54,581	54,881	55,181
10		56,099	65,265	65,565	65,865	10		49,814	56,362	56,662	56,962
11				65,965	66,265	11		51,071	58,142	58,442	58,742
						12		52,328	59,923	60,223	60,523
						13		53,585	61,704	62,004	62,304
						14		54,842	63,484	63,784	64,084
						15		57,782	67,223	67,923	68,223

FY 2019											
1st Semester					2nd Semester						
Step	Grade	BA	MA	MA+30, JD	Ph.D.	Step	Grade	BA	MA	MA+30, JD	Ph.D.
1		38,500	40,335	40,635	40,935	1		38,500	40,335	40,635	40,935
2		39,757	42,116	42,416	42,716	2		39,757	42,116	42,416	42,716
3		41,014	43,897	44,197	44,497	3		41,014	43,897	44,197	44,497
4		42,271	45,677	45,977	46,277	4		42,271	45,677	45,977	46,277
5		43,528	47,458	47,758	48,058	5		43,528	47,458	47,758	48,058
6		44,785	49,239	49,539	49,839	6		44,785	49,239	49,539	49,839
7		46,042	51,019	51,319	51,619	7		46,042	51,019	51,319	51,619
8		47,300	52,800	53,100	53,400	8		47,300	52,800	53,100	53,400
9		48,557	54,581	54,881	55,181	9		48,557	54,581	54,881	55,181
10		49,814	56,362	56,662	56,962	10		49,814	56,362	56,662	56,962
11		51,071	58,142	58,442	58,742	11		51,071	58,142	58,442	58,742
12		52,328	59,923	60,223	60,523	12		52,328	59,923	60,223	60,523
13		53,585	61,704	62,004	62,304	13		53,585	61,704	62,004	62,304
14		54,842	63,484	63,784	64,084	14		54,842	63,484	63,784	64,084
15		57,782	67,223	67,923	68,223	15		60,169	70,000	70,700	71,000

DFT Contract – Economic Amendments

- **Article 6.B: Grievance procedure limitations period for wage / benefit errors** – Limits identified claim regarding errors in the computation of wages or fringe benefits to three (3) years from the date that the Union and / or the individual first became aware or reasonably should have been aware of the conditions giving rise to the grievance.
- **Article 18: Oversize class pay** – Increased class size overage pool fund from \$250,000 to \$300,000.
- **Article 9: Health insurance updates**
- **Article 12: Other Leaves** – Sabbatical Leaves – Eliminated sabbatical leave.

DFT Contract – Non-Economic Amendments

- **Article 3: Unit membership information** – clarifies that new membership information will be provided monthly
- **Article 7.B.1: End of school day procedure** – clarifies that teachers will escort students to designated areas in elementary level and clear halls at middle and high school levels
- **Article 7.B.2: Procedure to deviate from high school lunch schedule** – clarifies process and procedure for handling such deviations
- **Article 7.B.5.a: Common Prep** – changes wording from “60 minute” to “period”
- **Article 7.B.7: Report card deadlines** – limits deadline exceptions to “no later than the last teacher working day”
- **Article 10.C: Termination Incentive Plan (“TIP”)** – clarified that TIP shall be paid out in accordance with original agreement dated December 2009 and modified in February 2010
- **Article 17.E: Discipline or Discharge** – clarified applicable parties/members and added ability to discuss matters with labor director
- **Article 24: Music and Academic Coaches pay** – changed pay comparable language from “the same as softball coaches” to “the applicable extracurricular program rate”
- **Article 11: Medical and Emergency Leaves** – changed trigger date from 4 consecutive absent days to 5 consecutive absent days
- **Calendars** – updated for 2017-2018 and 2018-2019; the 2019-2020 calendar to be negotiated

a. Community District's Monthly Report

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Appendix

FY 2018 Adopted Budget FTE Positions by Fund

Category (FTE)	General Fund (11)	Adult Education (13)	Grants (14)	State Transition (15)	Special Education (16)	Consolidated General Fund (1911)	Consolidated Grants (1914)	Center Based Special Ed. (22)	Total
Officials/Administrators/Managers	97.1	1.8	52.9	1.0	12.7	0.0	0.0	0.5	166.0
Principals	2.0	2.0	0.0	0.0	0.0	95.8	0.0	6.0	105.8
Assistant Principals	2.0	0.0	0.0	0.0	0.0	45.0	3.0	1.0	51.0
Classroom Teachers	144.1	15.0	520.5	1.0	314.4	1,592.5	208.0	237.8	3,033.3
Guidance	0.0	0.0	2.8	1.0	0.0	38.0	63.0	2.0	106.8
Psychological	0.0	0.0	0.0	0.0	35.8	0.0	1.0	2.6	39.4
Librarians/Audio Visual Technicians	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Consultants/Supervisors of Instruction	20.5	0.0	83.5	1.0	14.6	0.0	116.5	7.3	243.4
Other Professional Staff	28.6	2.0	68.9	0.0	107.0	27.6	70.1	109.1	413.3
Teacher Aides	14.5	0.0	227.0	2.0	117.6	3.0	326.0	401.7	1,091.8
Technicians	0.0	0.0	0.0	0.0	0.0	7.0	0.0	0.0	7.0
Clerical/Secretarial Staff	37.1	3.0	11.8	1.0	11.8	198.0	0.0	15.5	278.2
Service Workers	172.0	0.0	33.0	3.0	0.0	1.0	32.0	0.0	241.0
Skilled Crafts	0.0	0.0	11.0	0.0	0.0	0.0	0.0	0.0	11.0
Laborers, Unskilled	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Totals (1-18)	517.9	23.8	1,011.4	10.0	613.9	2,007.9	819.6	783.4	5,787.9
Part-Time	1.3	1.0	191.0	0.0	0.0	0.0	8.0	0.0	201.3
Substitutes/Instructional	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Substitutes/Non Instructional	0.0	0.0	0.0	0.0	2.0	0.0	0.0	14.3	16.3
Totals (Part-Time and Subs)	1.3	1.0	191.0	0.0	2.0	0.0	8.0	14.3	217.6
Total	519.2	24.8	1,202.4	10.0	615.9	2,007.9	827.6	797.7	6,005.5
Other salaries/wages/benefits	7.5	0.0	12.5	0.0	0.0	0.0	27.0	2.0	49.0
Grand Total	526.7	24.8	1,214.9	10.0	615.9	2,007.9	854.6	799.7	6,054.5