



STATE OF MICHIGAN
DEPARTMENT OF TREASURY
LANSING

GRETCHEN WHITMER
GOVERNOR

RACHAEL EUBANKS
STATE TREASURER

DETROIT FINANCIAL REVIEW COMMISSION
SCHOOL DISTRICT RESOLUTION 2020-22

APPROVING THE COMMUNITY DISTRICT'S (OSAS), LOCAL NO. 28;
(AFSCME) COUNCIL 25, LOCAL NO. COUNCIL 25, LOCAL NO. 345;
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL NO. 214;
(POLICE LIEN OPERATORS, SECURITY OFFICERS) AND
ORGANIZATION OF SCHOOL ADMINISTRATORS AND
SUPERVISORS; INTERNATIONAL UNION OF OPERATING
ENGINEERS-NON-INSTRUCTIONAL SUPERVISORY PERSONNEL
(NISP), LOCAL NO. 324; DETROIT FEDERATION OF TEACHERS
(DFT); DETROIT FEDERATION OF PARA-PROFESSIONALS LOCAL
NO. 2350; DETROIT ASSOCIATION OF EDUCATIONAL OFFICE
EMPLOYEES (DAEOE), LOCAL NO. 4168; RETURN TO WORK
LETTERS OF 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 School Board has approved letters of agreement between the (OSAS), local no. 28; (AFSCME) Council 25, Local no. 345; International Brotherhood of Teamsters, Local no. 214; (police officers and campus security police, police lien operators, security officers) and Organization of School Administrators and Supervisors; International Union of Operating Engineers – Non-Instructional Supervisory Personnel (NISP), Local no. 324; Detroit Federation of Teachers (DFT); Detroit Federation of Para-Professionals Local no. 2350; Detroit Association of Educational Office Employees (DAEOE), Local no. 4168;

WHEREAS, at the Commission meeting on October 26, 2020, the Community District presented the aforementioned Letters of Agreement to the Commission.

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

1. That the Community District’s Letters of Agreement between the Community District and the aforementioned bargaining units, as presented to the Commission on October 26, 2020, 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.

Return to Work – Letters of Agreement

As part of the reopening of schools, the District reached Letters of Agreement with all unions regarding working conditions in relation to providing Face to Face and remotely learning during COVID-19. School-based employees working Face to Face are eligible for Hazard Pay. The table below summarizes the payment amount and schedule. The total cost including salary and taxes is estimated to be \$14,993,814.

	OSAS	AFSCME	Teamsters	NISP	DFT	DFP	DAEOE
Eligibility	School Based, F2F ¹	All	All	All	F2F ²	All	All
Pay Frequency	Quarterly	Once	Quarterly	Quarterly	Quarterly	Twice	Twice
Pay Amount	\$750	\$3,000	\$750	\$750	\$750	\$1,500	\$1,500
Total Salary Cost	\$450,000	\$1,839,000	\$435,000	\$72,000	\$3,918,000*	\$2,046,000	\$897,000

- 1) OSAS members who are assigned to a school or whose work requires them to be in schools daily are eligible for Hazard Pay.
- 2) Each quarter DFT members may elect to work F2F or remote. Those who elected F2F are eligible for the bonus. The cost estimates 25% of unit members elect F2F.
- 3) The District agreed to compensate Principal and AP's who are non-union members the same quarterly bonus as union members. This cost is estimated at \$705,000.