

**Letter of Agreement
between
Detroit Public Schools Community District (“District”)
and
ORGANIZATION OF SCHOOL ADMINISTRATORS
AND SUPERVISORS (“Union)**

**2019-2020 SPRING BREAK AND GOOD FRIDAY HOLIDAY
COMPENSATORY TIME**

WHEREAS, the District and the Union share the common goal of supporting student education and continuing to offer student learning opportunities during the state mandated COVID-19 school closure,

WHEREAS, the parties agree that a viable and enriching curriculum must be immediately developed to allow all District students to continue to engage in learning and enrichment opportunities during the mandatory school closure,

WHEREAS, the parties are committed to making the mandated school closure educationally productive for District students by incorporating the new curriculum into online learning opportunities and into printed instructional materials that will more effectively facilitate at-home learning,

WHEREAS, April 6 – 10, 2020 is Spring Break and April 10, 2020 is the observed Good Friday Holiday on the 2019-2020 School Calendar,

WHEREAS, the development of the new curriculum is a high priority project that has been expedited by the District,

WHEREAS, the parties agree that time is of the essence, and District will require certain Organization of School Administrators and Supervisors (OSAS) unit members to work on the new curriculum during the 2020 Spring Break and on the 2020 Good Friday Holiday,

WHEREAS, any OSAS unit members required to work during the 2020 Spring Break and/or on the Good Friday Holiday, shall receive, in addition to their regular hourly wage/salary, one (1) hour of compensatory time for every hour worked,

WHEREAS, all compensatory days awarded to OSAS unit members, as a result of work during Spring Break and on Good Friday, may be used at any time during the remainder of the 2019-2020 school year,

WHEREAS, the parties agree that if any OSAS unit member awarded compensatory days under the terms of this Letter of Agreement (LOA) is unable to use the awarded days during the remainder of the 2019-2020 school year, then the unit member will be allowed to carry those compensatory hours over for use in the 2020-2021 school year,

WHEREAS, the validity, interpretation, and performance of this LOA shall be governed in all respects by the laws of the State of Michigan.

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

For the Union:

Deborah Lewis-Ake
OSAS President

Date: 4/30/2020

For the District:

Andre J. Pagan

Date: 4-30-2020

Approved: _____
Nikolai P. Vitti, Ed.D, General Superintendent