

**LETTER OF UNDERSTANDING
BETWEEN DEARBORN BOARD OF EDUCATION
AND
DEARBORN FEDERATION OF TEACHERS
RECRUITMENT OF MEDIA SPECIALISTS**

The Dearborn Board of Education (hereinafter referred to as the Board), and the Dearborn Federation of Teachers (hereinafter referred to as the DFT), the above mentioned parties agree as follows:

The Board and the Union recognize that all Media Specialist Department teachers shall obtain a certification in Library Science.

In the event that an appropriate certified teacher is not available for a media specialist department position either from reappointment from layoff, or from the pool of new hire candidates for a media specialist department assignment, an agreement between the unit member and designee of Dearborn Public Schools shall be signed and filed with Human Resources in the teacher's personnel file. The agreement defines the following conditions of employment:

1. Starting from the date of hire- For years 1, 2 and 3, the teacher must obtain a required minimum of (9) credit hours each year towards attainment of a certification in Library Science from an accredited university.
2. The teacher will earn a certification in Library Science from an accredited university, and pass the MTCC state exam, no later than the end of their fifth year of teaching in a Media Specialist position.

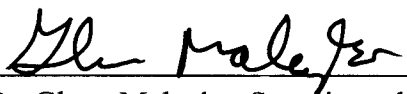
These conditions will be reviewed annually by the Director of Media & Informational Technology to verify compliance prior to the start of any given work year. If the above conditions are not met and the teacher remains assigned in a media specialist position, the teacher's employment with the Dearborn Public Schools will be terminated if they are probationary or surplusd from the department in accordance with Board policy if tenured.

The continued employment of a teacher without a certification in a media specialist department position will not supersede other employment conditions set forth in this collective bargaining agreement.

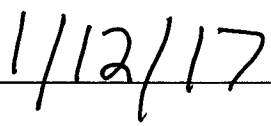
The Board and DFT agree to provide the opportunity for newly hired or placed teachers to sign an official agreement, upon hiring or placement, which states the teacher will earn a Library Science certification by the end of the fifth year of employment in a Media Specialist position.

The purpose of this agreement is to support the recruitment of Highly Qualified Media Specialists. The District has had a Media Specialist vacancy for three years and universities are eliminating the program, which has resulted in a Media Specialist shortage.

For the Board of Education
Of the School District of the
City of Dearborn

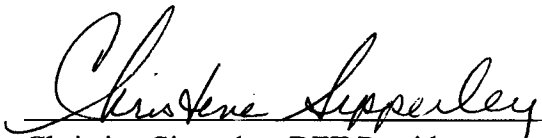


Dr. Glenn Maleyko, Superintendent

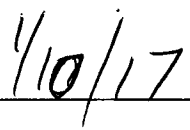


Date

For the Dearborn Federation of Teachers



Christine Sipperley, DFT President



Date

Staff and Student Services Division

This document will memorialize my agreement to accept a Media Specialist position in Dearborn Public Schools. I agree that although I do not at this time have a certification in Library Science, I am accepting this position with the understanding that I will meet the requirements of the collective bargaining agreement between the DFT as stated below:

The Board and the Union recognize that all Media Specialist teachers shall obtain a certification in Library Science.

In the event that an appropriate certified Media Specialist teacher is not available for a Media Specialist position either from reappointment from layoff, or from the pool of new hire candidates for a Media Specialist assignment, an agreement between the union member and designee of Dearborn Public Schools shall be signed and filed with Human Resources in the teacher's personnel file. The agreement defines the following conditions of employment:

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These conditions will be reviewed annually by the Director of Media & Informational Technology to verify compliance prior to the start of any given work year. If the above conditions are not met and the teacher remains assigned in a media specialist position, the teacher's employment with the Dearborn Public Schools will be terminated if they are probationary or surplusd from the department in accordance with Board policy if tenured.

The continued employment of a teacher without a certification in a Media Specialist position will not supersede other employment conditions set forth in the collective bargaining agreement

Signature

Name (Print)

Date