

LETTER OF UNDERSTANDING
BETWEEN DEARBORN BOARD OF EDUCATION
AND
DEARBORN FEDERATION OF TEACHERS

Recognizing and Recruiting High Quality Teachers

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

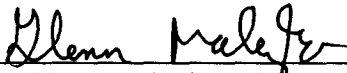
The vast reduction in the supply of the teacher pool has greatly reduced the ability to recruit and retain quality teachers. According to Human Resources' research the current DFT teacher salary step scale is not competitive compared to neighboring Wayne County districts. In order to attract and retain experienced teachers, Human Resources requires increased flexibility to offer new hires competitive salary compensation especially those highly qualified in content-areas with a decreasing and minimal applicant pool. Unless stated otherwise, this agreement is effective through 2018 DFT contract expiration.

1. Step 1 will be eliminated from the P-12 Teacher Salary Schedule. All currently employed and eligible staff will receive their step increase based on the 2016-17 salary schedule, even though the step number may not change.
2. The Superintendent may hire ten new hires up to step five according to the new salary schedule. Because of a teacher shortage in various areas, for these ten new hires, placement shall be made at the discretion of the Director of Human Resources based on full-time experience as a certified teacher in the State of Michigan or the equivalent from another state. Any credit for experience must be within the previous 5 years from their date of hire. These ten new hires cannot be placed higher than Step 5. The Director will verify the prior compensation of the candidate prior to determining a step for placement.
3. The District commits to funding the increase in the Full Time Equivalent (FTE) contribution to the health trust based on the inflationary increase in the hard cap formula as established annually by the State of Michigan.
4. The longevity stipend for year 19 will increase to \$2,500. The longevity stipend for year 24 will increase to \$3,000.
5. For the 2016-17 school year, two sick days of credit will be reduced and replaced with two additional personal business days. This change for 2016-17 will create a credit of 4 personal business days at the beginning of the 2016-17 school year. The Superintendent must approve the use of more than two consecutive PB days.
 - a. Data collected from this change combined with the attendance incentive will be analyzed at the end of the 2016-17 school year. The financial, attendance, and instructional impact will determine if this agreement is extended to 2017-18 school year.
 - b. Provided the above agreement for 2016-17 is successful, members shall be allowed to carry over from 2016-17 to 2017-18 a maximum of two personal business days. These two carried over days combined with the 2017-18 addition of 2 personal business days will allow for unit members to have up to 4 personal business days at the beginning of the 2017-18 school year. Any remaining personal business days will roll into a member's sick bank.

c. The example below will demonstrate some possible scenarios:

| Example | 2016-17 PB bank | 2017-18 PB bank |
|------------|-------------------------------|---|
| Employee A | Starts with 4 PB days, uses 0 | Two PB days roll into the Sick Bank, Carry over 2 plus 2 new for a Starting Bank of 4 |
| Employee B | Starts with 4, uses 2 | Carry over 2 plus 2 new for a Starting Bank of 4 |
| Employee C | Starts with 4, uses 4 | Add 2 for a PB Bank of 2 |
| Employee D | Starts with 4 uses 3 | Carry over 1 plus 2 new for a Starting PB Bank of 3 |

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

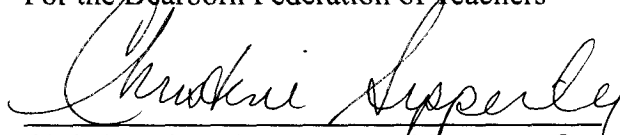


Dr. Glenn Maleyko, Ph.D
Superintendent

Date

6/9/16

For the Dearborn Federation of Teachers



Christine Sipperley, DFT President

Date

6/9/16