

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

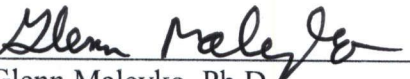
Recruiting High Quality Special Education Teachers

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 Special Education Center-based Program teacher pool has greatly reduced the ability to recruit and retain quality teachers. 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 continually decreasing and minimal applicant pool. Unless stated otherwise, this agreement is effective through 2023 DFT contract expiration.

The Superintendent may hire 15 new hires according to the 2019-20 salary schedule. Because of a teacher shortage for Special Education positions across the State of Michigan, public school districts have vastly increased their salary for and solicitation of special education teachers. Therefore for the 15 new hires per year, 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 eight years from their date of hire. The Director will verify the prior compensation of the candidate prior to determining a step for placement.

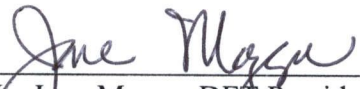
For the Board of Education of the
School District of the City of Dearborn



Dr. Glenn Maleyko, Ph.D
Superintendent

9-9-19
Date

For the Dearborn Federation of Teachers



Ms. Jane Mazza, DFT President

9-5-19
Date