

**LETTER OF UNDERSTANDING
BETWEEN DEARBORN BOARD
AND
ASSOCIATION OF DEARBORN SCHOOLS ADMINISTRATORS'**

This letter of agreement executed by and between the Dearborn Board of Education (hereinafter referred to as the "Board"), and the Association of Dearborn School Administrators (hereinafter referred to as the ADSA), whereas the above mentioned parties agrees on the following:

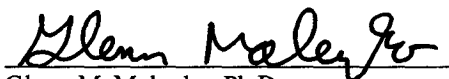
Union Release Time

- **Article X - Administrative Fulfillment of Professional Duties:** In order to attain ultimate efficiency in the operation of the District's schools and to provide the best possible educational program to the pupils served thereby, it is essential for administrators to work a schedule which reasonably permits the flexibility necessary for the achievement of such goals. Such a schedule will, at times, involve work in and out of the school building and, at times, frequently outside the regular school day. Administrators will be permitted reasonable discretion in scheduling their hours of work, provided such discretion is exercised in a manner consistent with school and/or district programs.
- **Implementation of Meetings:** Upon request, the Superintendent will meet formally or informally with the President of the ADSA on matters relating to the implementation of the Agreement or other matters of mutual concern. Such meetings will not exceed one per month except by mutual agreement. This meeting time also pertains to the President's designee and/or ADSA Executive Board members. Meetings involve the matter related to implementation or enforcement of contract which are scheduled at times mutually agreeable to the Administration and the ADSA, shall be attended by a reasonable number of and appropriate ADSA representatives without penalty to the unit members involved or to the ADSA.
- **Conduct of Negotiations:** Negotiations shall be conducted between the dates of March 1 and the expiration of the current contract, unless both the Board and ADSA mutually agree to do so at a time that benefits both parties, on such days and at such times as may be mutually agreeable to the parties involved, provided no cost accrues to the district.

Duration of Letter of Understanding

Notwithstanding other provisions of the collective bargaining agreement, this agreement and practices arising under it shall be in effect from March 1, 2017 until June 30, 2026.

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

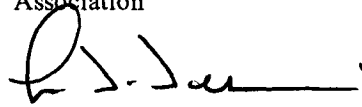


Glenn M. Maleyko, Ph.D.
Superintendent of Schools

Date

4-11-17

For the Dearborn Schools Administrator's
Association



Andrew Denison, ADSA
President

Date

4/13/17