

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

**LONGEVITY**

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:

Prior to 1982, longevity has been paid according to seniority date and those hired between November 15th and April 15th of each school year are paid a prorated amount of longevity beginning in February of their 19th and 24th year. Since 1982, longevity has been paid by adding the agreed payment to the employee's salary starting in September and February of each school year according to the teacher's seniority date based on the hire date as approved by the Board and the seniority language in the collective bargaining agreement.

DFT filed a grievance on October 25, 2016 that contends that Dearborn Public Schools has violated Article XXVIII of the collective bargaining agreement between Dearborn Schools and DFT based on the contention that "some members have not been paid longevity as stipulated in the contract." DFT representatives request members who qualify, on the attainment of either 19 and/or 24 years of service shall be paid the full amount of longevity pay for the year in which they qualify. The Board disputes that position. Both parties agree that no payment shall be made for any years prior to 2016-17 and the union will not grieve payment for any such years, and waives any such claim on behalf of its Members.

The DFT agrees this Letter of Agreement completely resolves the matter and concludes the filed grievance, and shall have precedential effect.

This letter of agreement is the result of the compromise agreement among parties as follows:

	<u>19th year</u>	<u>24th year</u>
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<u>2016-2017</u>	\$2,500	\$3,000
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Full amount will be added to annual salary in alignment with the union's position.

<u>2017-2018</u>	\$2,500	\$3,000
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Full amount will be added to annual salary in alignment with the union's position.

2018

Contract Bargaining Year - If new contract language is not agreed upon during bargaining, implementation will return to past practice, which the parties agree is a binding past practice (except as modified herein) as follows:

<u>2018-2019</u>	\$2,500	\$3,000
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Full amount will be added to member's' annual salary for a member with a September 1 seniority date.

Members with a February 1 seniority date will have a pro-rated amount added to their salary effective February 1. This is in alignment with the District's position of past practice.

<u>2019-2020</u>	\$2,500	\$3,000
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Full amount will be added to member's' annual salary for a member with a September 1 seniority date.

Members with a February 1 seniority date will have a pro-rated amount added to their salary effective February 1. This is in alignment with the District's position of past practice.

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

Glenn Maleyko  
Dr. Glenn Maleyko, Superintendent

3-5-17  
Date

For the Dearborn Federation of Teachers

Christine Sipperley  
Christine Sipperley, DFT President

3/8/17  
Date