



*You're Simply
the Best...*

and we need more of you!

***Let's face it, no one becomes a teacher to be a rock star,
but to the children in the classroom you are!***

***And finding new teachers to join our staff of stars
is becoming harder and harder.***

Did you know, last year the District hired more than 100 teachers and will need to add about the same number this year. With more than 1,200 teaching professionals on staff a modest turnover of 5% per year translates into at least 60 teachers needed every year! It's no secret, school districts across the state, including Dearborn, are finding it harder and harder to recruit and retain quality teachers.

By attending several job fairs and surveying other districts, we have discovered that despite being the third largest district in the state, our starting salaries are not competitive with other surrounding school districts.

To ensure we remain competitive in our search for new teachers and to retain quality teachers already in our classrooms, we partnered with the DFT to develop a plan that would address teacher recruitment and retention. The detailed Letter of Agreement signed by Union President Chris Sipperley and Superintendent Glenn Maleyko has all the details but here are just a few highlights:

- Step One will be eliminated from the P-12 Teacher Salary Schedule allowing for a more competitive starting salary.
- The longevity stipend for year 19 will increase to \$2,500 and \$3,000 for year 24.
- The Superintendent may hire 10 new hires up to step five according to the new salary schedule.
- 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 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. For example, in 2015-16 the District made a \$650,000 contribution to the trust to ensure employee health care costs remain at a minimum.

As mentioned, these bullet points are only a brief overview of the actual Letter of Agreement signed by the District and Union. We encourage everyone to read the complete letter which can be found on the Human Resources blog: humanresources.dearbornschools.org

All indicators predict an increasing demand for highly qualified teachers while at the same time a diminishing pool of candidates. It is our hope these few steps will keep our district competitive when recruiting the very best teachers. Even more important is the goal of keeping quality teachers where we already have them, right here in the classrooms of the Dearborn Public Schools!