

**LETTER OF UNDERSTANDING  
BETWEEN DEARBORN BOARD OF EDUCATION  
AND  
DEARBORN FEDERATION OF TEACHERS  
New Language for Article VIII Section D of the 2013-2018 Contract**

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

**Article VIII – New Positions and Departments**

**D. Bilingual Department Teacher**

The Board and the Union recognize that all Bilingual Department teachers shall obtain a bilingual or ESL endorsement.

In the event that an appropriate certified teacher is not available for a bilingual department position either from reappointment from layoff, or from the pool of new hire candidates for a bilingual department assignment, an agreement between the union member and designee of Dearborn Public Schools shall be signed and filed with Human Resources in the teacher's personnel file. The agreement defines the following conditions of employment:

1. In the first year, the teacher will obtain a required minimum of three (3) credit hours toward a bilingual or ESL endorsement prior to the start of the next consecutive work year from an accredited university.
2. During each of the second, third and fourth year, the teacher will obtain a recommended minimum of six (6) credit hours toward a bilingual or ESL endorsement prior to the start of the next consecutive work year from an accredited university.
3. The teacher will earn a bilingual or ESL endorsement from an accredited university no later than the beginning of their fifth year of teaching.
4. The teacher must earn an ESL or bilingual endorsement from an accredited university based on the above schedule.

These conditions will be reviewed annually to verify compliance prior to the start of any given work year. If the above conditions are not met and the teacher remains assigned in a bilingual department position, the teacher's employment with the Dearborn Public Schools will be terminated if they are probationary or surplus from the department in accordance with Board policy if tenured.

The continued employment of a teacher without an endorsement in a bilingual department position will not supersede other employment conditions set forth in this collective bargaining agreement.

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

For the Dearborn Federation  
of Teachers

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Glenn Maleyko, Superintendent

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Christine Sipperley, DFT President

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Date

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Date

