

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

**Article XXXI - Extra-Pay Schedule Activities**

We want to be able to hire the best coach possible for the job. We will always prioritize as follows:

DFT unit member in the building

DFT member

Staff in the building

General staff

Non-District employees

A documented plan for building a successful program and high qualifications must be provided to the athletic director and building administration if the position is going to be granted. "Successful" may be defined as follows, but not limited to, positive feedback received from stakeholders, increase in program participation, team progression, frequency of positive/negative phone calls, emails, complaints, praises, wins/losses, program development, etc.

Extra-pay positions must be posted and applied for annually. All coaching positions must be posted by May 1st for the following school year. Any unit member currently holding an extra-pay position will be considered a member of the base building for posting purposes for the position they currently hold. (Reminder: Include these unit members on the posting sent to the building)

Extra compensation shall be paid for at the rates indicated below for such of the following assignments as are made that are below the regular teaching load and/or day. The percentage rate shown shall be applied to the average contract salary to be paid P-12 unit members for the previous school year in which the activity was conducted. However, the parties agree that there will be no diminution in the dollar amounts paid during the previous school year.

As needs arise, new classifications for Extra-Pay Schedule Activities may be added during the term of the Agreement by the Board. The rates of compensation for these new classifications will be established by the Board after negotiating with the Union and added to the Extra-Pay Schedule. The Board shall determine which positions will be maintained and established on an annual and as needed basis.

Plan III teachers are not eligible to coach. Administrators will identify Plan III teachers that apply.

- A. All interested unit members in the building are provided an interview by the AD and a building administrator.
- Email to applicants to arrange interview may include the number of applicants (but not names).
  - All building applicants not selected will be given a reason(s) why they were not selected.
  - Applicants not selected may request the reason(s) in writing.
- B. If not filled within the building, positions are posted for five days to all unit members.

- All interested unit members are provided an interview by the AD and a building administrator.
- All District unit members not selected will be given a reason(s) why they were not selected.
- Applicants not selected may request the reason(s) in writing.
- If it gets posted to the district, then along with the posting, the administrator and athletic director should include in the email to HR, who applied for the position in their building, who was interviewed, reasons why someone was not interviewed, and reasons why someone didn't get the position. An electronic form will be developed for this purpose.

C. If not filled within the district, external applicants will be interviewed.

- Coaching interviews will be conducted by building administration, as well as the building athletic director, and central office athletic administrator.

D. Evaluations will be conducted by building administration with input provided by the athletic director(s) and central office athletic administrator for all Athletic Extra Pay assignments. These evaluations will be provided to HR, the DFT and the unit or non-unit member currently in the position

If a position inevitably goes to a non-unit member based on qualifications and current success in building a strong program, a unit member who interviewed for the position and meets the qualifications would be offered an assistant coaching position, if available. This placement would give unit members the experience needed, if successful, for a possible head coach position in the future.

DFT Contract Article Article XXXII section A, 6C:

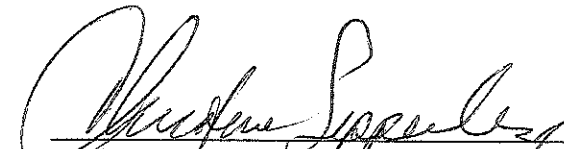
*"Any increase in the MPSEERS pension rate above 25.91% shall result in a decrease in the salary schedule of one third of the percentage increase. For example – if the MPSEERS rate increases to 26.91% a one-third percent (1/3%) decrease would result in the salary schedule. The MPSEERS rate used to determine the salary adjustment shall be based on the MIP Graded with retiree health normal costs."*

This agreement expires on June 30, 2023 and formally acknowledges the District agrees to fund the MPSEERS pension rate increase effective on October 1, 2018 for the 2018-19 school year. The estimated total cost is \$83,000.

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

For the Dearborn Federation of Teachers

  
\_\_\_\_\_  
Dr. Glenn Maleyko, Superintendent

  
\_\_\_\_\_  
Christine Sipperley, DFT President

01-08-19  
\_\_\_\_\_  
Date

1-14-19  
\_\_\_\_\_  
Date