

**LETTER OF UNDERSTANDING BETWEEN DEARBORN BOARD OF EDUCATION AND THE
DEARBORN FEDERATION OF SCHOOL EMPLOYEES**

**HAZARD/HERO PAY - District Shutdown
2019-2020**

The Dearborn Board of Education (hereinafter referred to as the Board), and the Dearborn Federation of School Employees (hereinafter referred to as the DFSE) share the understanding as follows:

The DFSE collective bargaining agreement does not include language that refers to unexpected District closures that last longer than traditional “catastrophes (such as a severe snowstorm),” as stated in Article 19 “Absence for Illness, Personal Business, Emergencies or Catastrophes”. The Superintendent only has the ability to declare six days as catastrophes where state aid payments will be forgiven in alignment with state law.

All DFSE members are receiving full profile pay and benefits during the District shutdown for students resulting from the Coronavirus pandemic as ordered by the Governor (Executive Order 2020-35).

The District and the DFSE recognizes that the overtime language does not apply to this ambiguous circumstance, which is beyond the six catastrophe days that the Superintendent is permitted to declare. However, as a good-faith gesture of value and appreciation for food service staff, the District will pay a stipend (\$40/half day (four hours or less) & \$60/full day (more than four hours) for the days worked during the weeks of April 6, 2020 through June 30, 2020 or earlier if the Governor’s Shelter in Place Executive Order is lifted, as understood by management's sole interpretation of any subsequent executive orders.

It is understood that the hazard/hero stipend pay is intended at this time for food service workers only. Any and all requests for the hazard/hero pay will require pre-approval by Human Resources. This benefit is not a contractual obligation or agreement and is not subject to a grievance or a precedent-setting contractual addition.

This Letter of Understanding is effective through a date determined by the District and expires on June 30, 2020.

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

For the Dearborn Federation of School
Employees

Electronic Signature via Email

Electronic Signature via Email on April 23, 2020

Dr. Glenn Maleyko, Superintendent

Al Lerini, DFSE President

Date

Date