

LETTER OF AGREEMENT
BETWEEN
DEARBORN SCHOOLS OPERATING ENGINEERS ASSOCIATION
AND DEARBORN BOARD OF EDUCATION

ENGINEER "A" SALARY INCREASE AND RENAMING – 2020-21

The Dearborn Board of Education (hereinafter referred to as the Board), and the Dearborn Schools Operating Engineers Association (hereinafter referred to as the DSOEA), whereas the above mentioned parties agree as follows:

As a result of engineer shortage and ongoing recruitment and retention challenges of these positions, the Engineer A Classification will be eliminated and those members will be reclassified into Facilities Engineers-District (previously Facilities Engineers were exclusively at HFC). The salary schedule of the Facilities Engineers-District employed by Dearborn Public Schools shall match the salary schedule of the HFC Facilities Engineers.

Engineer A-Fordson will be changed to Facilities Engineer-Fordson and the salary schedule will follow the same percent of increase as the Facilities Engineers-District. The salary schedule for the Health and Safety Engineer at HFC shall follow the same increase as the Facilities Engineer-Fordson. An updated salary schedule reflecting a new wage rate for Facilities Engineers will be created. The new salary schedule will start effective December 1, 2020.

Classification seniority and priority for Facilities Engineers at either location (District or HFC) shall be mutually exclusive. Priority will be assigned to the employee incumbent to the location, with Facilities Engineers at the other location having secondary priority. Any changes to either classification will apply to both classifications

In the District, Facilities Engineers – District will have priority over Facilities Engineers – HFC.

At HFC, Facilities Engineers – HFC will have priority over Facilities Engineers – District.

It was also agreed that DSOEA members in the District may earn a maximum of, and not to exceed, three double shifts weekly (24 additional hours Monday through Friday). Whenever possible, the overtime will be scheduled on non-consecutive days. For example: Monday, Wednesday, and Friday. This overtime guideline is established to prevent employee fatigue resulting from excessive work hours. The district will use the engineer candidates from the relief list to meet the needs of single-engineer buildings requiring more overtime than permitted by this guideline. Exceptions to this guideline requires advance approval from the Director of Operations or, at HFC, the Director of Facilities.

Engineer A's who are reclassified to Facilities Engineer-District shall retain their Engineer A classification seniority.

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

Glenn Maley Jr
Glenn M. Maleyko, PhD.
Dearborn Public Schools

12-2-20
Date

Russell A. Kavalhuna
Russell Kavalhuna
HFC President

12/03/2020
Date

For the Dearborn Schools Operating
Engineers Association

Thomas Hand
Thomas Hand, President, DSOEA

12-2-20
Date