

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

MENTOR PAY – 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:

Due to the critical shortage in engineer positions, the B.O.S./Engineer Training Program committee has developed two programs: **B.O.S. / Engineer Mentor Program** and a **B.O.S./Engineer Training program.**

The B.O.S./ Engineer **Mentor** Program will include current employees who possess a boiler license and are interested in training to become B.O.S or engineers.

The B.O.S./ Engineer **Training** Program will include current employees who are interested in becoming engineers or B.O.Ss and may or may not have a boiler license.

These employees will be placed with seasoned building engineers (mentors) who will provide them with hands-on training. The training will be on various aspects of the job including but not limited to:

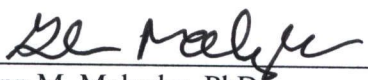
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| • Supervision | • Time cards and payroll | • Communication with front office personnel |
| • Grounds work | • Fan units | • Playground equipment |
| • Asbestos reports | • Proper cleaning techniques | • Pools and related equipment |
| • Vendors | • Small equipment repair/maintenance | • Reporting problems |
| • Budgets | • Belts and filters | • Probationary reports |
| • Small electrical and plumbing repairs | • Summer work | • Sporting events |
| • Daily Operations | • Work orders | • Permits |
| • Blanket PO's | • Boiler treatment | |
| • Contract issues | • Roof maintenance | |
| • Boilers | • Metasys systems | |
| • Working with transportation | | |

The training engineers (mentors) will train these employees for a designated period depending on multiple factors including the previous experience of the employees. The period shall not be less than one month.

Based on the recommendations of the B.O.S./Engineer Training Program committee, the engineer mentors will earn \$2/hour for every hour spent mentoring a trainee.

This Letter of Agreement will be effective March 15, 2021 through June 30, 2023.

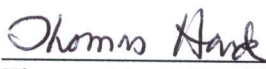
For the Board of Education
of the School District of the
City of Dearborn



Glenn M. Maleyko, PhD.
Dearborn Public Schools

3-18-21
Date

For the Dearborn Schools Operating
Engineers Association



Thomas Hand, President, DSOEA

3-17-21
Date