

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

**Summer Program 2022
Compensation & Filling of Positions**

The Dearborn Board of Education (hereinafter referred to as the Board), and the Dearborn Federation of School Employees (hereinafter referred to as the DFSE), whereas the above mentioned parties agree as follows:

Both parties agree to the following terms and conditions of the 2022 Summer Program. The compensation is not precedent-setting for future summer programs.

PreK-12 Summer 2022

Summer School Dates: Monday June 27, 2022 - Thursday July 28, 2022 (Five weeks).

Employees will be paid their regular hourly rate regardless of which classification they are working in. No out-of class rates will be implemented in the summer.

Compensation is as follows and will be paid at the end of the program in one lump sum.

Daily absences will not be compensated. *If a staff member is absent more than twice (3rd absence), their \$10 per hour reduces to \$7 an hour and if more than three times (4th absence) it will be \$5 per hour. Six or more absences result in ineligibility for the summer program hourly stipend. The hours that are eligible for overtime are not eligible for the additional summer program hourly stipend.*

For example: As aligned with current contract language, if you work a ten hour shift on the same day and over forty hours in the same week, then the first eight hours include the summer school stipend of up to \$10 per hour. The last two hours include overtime pay only.

Note: Covid related absences are treated as all other unfortunate life circumstances.

Level	Staff Time	Student Time
PK-8	Monday-Thursday 8:30-2:30	Monday-Thursday 9-2:30
9-12	Monday-Thursday 7:30-1:30	Monday-Thursday 8-1:30

Shift Times:

Clerical 8:00am - 3:30pm PK-8

Clerical 7:00am - 2:30pm High School

All other classifications: Start and end times will be provided by the Department Supervisor.

10 and 11-month staff

Daily absences will not be compensated. If a staff member is absent more than twice (3rd absence), their \$10 per hour reduces to \$7 an hour and if more than three times (4th absence) it will be \$5 per hour. The hours that are eligible for overtime are not eligible for the additional summer program hourly stipend.

- **Fridays** are non-work days for the summer program.
- **Days Absent** are not eligible for compensation.
- Summer program does not include **holiday pay**. The District is closed on Monday July 4, 2022.
- The contractual requirement to have three or more sick days in one's bank in order to apply for summer work does NOT apply to the summer program.
- Summer School work is not eligible for overtime pay.

Bi-weekly time cards will be required and processed. Attendance deductions will occur as applicable for each pay period and at the conclusion of the summer program. To reiterate, the employee will be required to reimburse the district as aligned with the attendance requirements.

12-month DFSE members will have the opportunity to earn overtime in order to complete their annual summer responsibilities and the additional responsibilities resulting from the summer program.

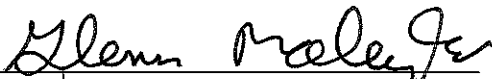
The collective bargaining agreement article 6A regarding earning one paid day off by working 20 days is altered for the summer program. Staff are still eligible to earn an additional day off, but are not permitted to use the earned day Monday through Thursday during the summer program. Therefore, the earned day will be added to the employee's sick bank for use in the 22-23 school year and is not eligible for additional summer program compensation.

Filling of Summer Program Positions

Both parties agree that 10 and 11-month employees that apply to work the summer program will be given priority placement to fill the summer program positions in their regular classification and in their home school(s) if positions are available. **For the purpose of the 2022 Summer Program only DFSE employees are permitted and encouraged to bid on more than one classification.** However, it is also understood that this agreement is dependent on the student enrollment, staff participating and individual building / program needs.

This agreement is in-effect during the 2022 summer program and does not apply to Child Care workers.

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


Dr. Glenn Maleyko, Superintendent

2-25-22
Date

For the Dearborn Federation of School Employees


Al Lerini, DFSE President

2-24-22
Date