

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

COMPENSATION

2021-22

The Dearborn Board of Education (hereinafter referred to as the Board), and the Dearborn Schools Operating Engineers Association P-12 (hereinafter referred to as the DSOEA P-12) agree as follows:

This agreement applies to P-12 DSOEA members only.

- A stipend of \$250 or \$500 will be issued to all DSOEA members that did not receive \$250 from the Covid Grant provided by the Department of Treasury. Therefore, all DSOEA members will receive a total of \$500 from the Department of Treasury and/or the District. This stipend will not be retirement eligible and will be paid in the winter, 2022. Employees that are eligible must have been employed prior to July 1, 2021.
- DSOEA members shall earn a 3% off-schedule payment in years 2021-22 and 2022-23.
 - Employees hired after the signed date of this agreement are not eligible for the 3% during the 2021-22.
 - Employees hired after the signed date of this agreement and prior to July 1, 2022 are eligible for the 3% for the 2022-23 school year.
 - The 3% stipend in each year will **not** be retirement eligible for all employees that receive the stipend.

Overtime shall be defined as all hours over forty (40) hours in any one week **including any paid time off.**

Add to Overtime Eligibility Language:

- Members that received an absentee notification and/or suspected abuse of sick time may be denied the opportunity for planned overtime.
- If one year's sick bank earnings is depleted, a meeting may be held with the supervisor and human resources in collaboration with union representation to determine whether or not the member is eligible for overtime compensation.
- The attendance meeting outcome is grievable (as aligned with grievance guidelines).
However, the determination of the overtime eligibility is not a grievable practice.

Add: Building engineers are required if available to answer and respond to calls from Operations Department/ Building Administrators before and after the official work day. If the engineer is not available to physically go to the building when needed, the following process must be followed in order to ensure building maintenance, security and safety.

- Contact "partner engineer / building teams" identified in advance, contact your direct supervisor, the on-call engineer and the building administrator.

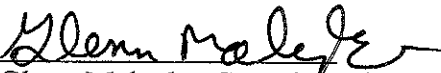
If you are unable to physically report to your building, contact your building administrator and direct supervisor.

Add: PK-12 level engineers and DFSE BOS members that meet required skill level and qualifications receive priority bid ranking for PK-12 DSOEA vacancies and opportunities for transfers. Two DSOEA members and one DFSE BOS member fill the three bid positions for Engineer D and Engineer C vacancies.

The Letter of Agreement is effective through expiration of the 2023 collective bargaining agreement.

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

For the Dearborn Schools Operating Engineers Association



Dr. Glenn Maleyko, Superintendent



Michael Lowe, DSOEA President

2-9-22
Date

2-8-22
Date