

**LETTER OF UNDERSTANDING  
BETWEEN DEARBORN BOARD  
AND  
ASSOCIATION OF DEARBORN SCHOOLS ADMINISTRATORS'**

**Compensation #2  
Negotiated 2021-2022**

This letter of agreement executed by and between the Dearborn Board of Education (hereinafter referred to as the "Board"), and the Association of Dearborn School Administrators (hereinafter referred to as the ADSA), whereas the above mentioned parties agrees on the following:

- "Pandemic Staff Retention" Bonus: All members will receive a \$2,400 stipend in June, 2022. This is not retirement eligible. Members that submit a retirement that is effective June 2022 will still be eligible for the bonus if they work through June 30, 2022.
- School Calendar- The School Board, District Administration and the ADSA recognize the need for self-care for our employees who have gone above and beyond the call of duty to support our students during the pandemic. We are agreeing to this flexibility to support the social emotional well being of our ADSA members. In addition, the district will work with the Union to implement training and additional support for our employees regarding social-emotional well being and self-care as a result of the pandemic and additional stress on our employees.

	<u>Current</u>	<u>New</u>
February 22, 2022	PD Full Day	Full Day Flexible planning for Social Emotional support- administrators are not required to report to their school.
March 18, 2022	½ day students ½ day PD	½ day AM with students ½ day PM - Flexible planning for Social -Emotional support, administrators will work on their individual SEL strategies, administrators are not required to be in the building for the afternoon.

**Add language:**

The District may use an additional five salary schedule exemptions. Exemptions will be collaboratively discussed with the union leadership.

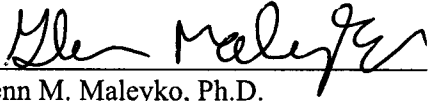
**Add language:**

Newly hired ADSA members will be placed on the pay calendar beginning in mid-August on the annual, contractual start date.

**Add language to reflect current practice:**

The Fourth of July holiday(or the Friday or Monday that is designated by the district as the July 4 holiday if it falls on a weekend) is not a paid holiday for ADSA, which includes summer programs as well.

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

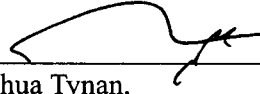


Glenn M. Maleyko, Ph.D.  
Superintendent of Schools

1/31/22

Date

For the Dearborn Schools Administrator's  
Association



Joshua Tynan,  
ADSA President

1/28/22

Date