

**LETTER OF UNDERSTANDING
BETWEEN DEARBORN BOARD
AND
Dr. Glenn Maleyko, Superintendent**

**Evaluation Timeline and Contractual Year
June 2023**

This letter of agreement executed by and between the Dearborn Board of Education (hereinafter referred to as the "Board"), and Dr. Glenn Maleyko (hereinafter referred to as the Superintendent of the Dearborn Public Schools), whereas the above mentioned parties agrees on the following change:

The purpose of this letter of agreement is to change the superintendent evaluation annual cycle. The Board of Education has asked the superintendent to make changes in alignment with MASB Board Training. All other provisions of the contract that were originally enacted on July 13, 2015 and have been renewed annually per section 22 of the contract automatic renewal provision remain intact ([Click Here to view the current contract](#)) which currently expires June 30, 2025 under section 22 of the contract.

The new evaluation cycle shall start on September 1st and finish on August 31st of the subsequent year (This is an amendment to section 9 of the Superintendent contract). The Board shall evaluate the Superintendent annually or biennially in alignment with State law PA 380.1249b (1j). If the Superintendent receives a highly effective evaluation for three years in a row he will receive a biennial evaluation in alignment with state law. The results of such evaluation may be considered by the Board of Education in connection with any employment-related issues. The Board of Education, in its discretion, will endeavor to set goals and objectives with the Superintendent during the month of September as the new school year begins. In addition, the MASB Superintendent Evaluation Form will continue to be used for the Superintendent evaluation, or such state required evaluation as the law may require at that time.

For example and to further clarify, for this year 2022-2023 the Board would complete the evaluation by August 31, 2023. If the Superintendent receives a highly effective evaluation and because this would be the Superintendent's eighth year in a row with a highly effective rating (Three in a row are required by law), the Board would not evaluate him again formally until the 2024-2025 evaluation cycle starting on September 1, 2024 and ending on August 31, 2025. If he continued to receive a highly effective rating he would continue to be evaluated biennially in alignment with state law.

Under section 22 of the contract between the Superintendent and the Board of Education there is an automatic extension provision that maintains a continuous three year contract. The Superintendent's current contract expires on June 30, 2025 under the extension provision in section 22 of the contract given that he received a highly effective evaluation for the 2021-2022 school year. With the change in the evaluation cycle the new renewal period will commence on September 1st of each year instead of July 1st. Thus, section 22 is now

amended to include the following:

22. Non-Renewal of Contract

The decision whether or not to renew or extend this contract is solely within the discretion of the Board of Education of Dearborn. Superintendent acknowledges that he has no expectation of employment by Dearborn beyond the expiration date established in this contract. However in the event the Board of Education shall decide not to renew the Superintendent contract it should be for “good and just cause reasons” but not for “not arbitrary and capricious reasons”. Prior written notice shall be given to the Superintendent. In the absence of such notice commencing on September 1st of the contract year and provided that the Superintendent receives an “effective or highly effective” rating, or if the Board of Education fails to evaluate the Superintendent within the contract time frame, the contract is automatically extended by one year as to maintain a continuous three year agreement. The Superintendent shall remind the Board of this duty 30 days before such notice is required. During years when the Superintendent is not evaluated in alignment with state law State law PA 380.1249b (1j) the automatic renewal provision would occur as described above unless the Board would provide proper written notification that the contract would not be extended by one year.

For example and to further clarify the above change in section 22, if the Superintendent receives a highly effective or effective evaluation or if the Board fails to evaluate the Superintendent as prescribed above by September 1, 2023, the Superintendent’s contract will automatically be extended until August 31, 2026. This automatic extension will occur each year of the contract in alignment with section 22 as to maintain a continuous three year contract each year commencing on September 1st.

For example and to further clarify, if the Superintendent is not evaluated during the year 2023-2024 (in alignment with state law due to three years of a highly effective rating) he would retain the most current evaluation rating and automatically be extended to a three year contract on September 1, 2024 until August 31, 2027 unless the Board would provide proper written notification that the contract would not be extended by one year.

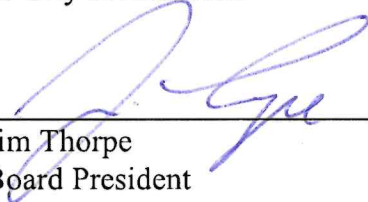
In addition, under Section 4 of the Contract the Superintendent will receive a step increase only if he receives an “effective or highly effective” rating by the Board of Education. The amount of the step will be equal to the average teacher step increase that teachers will receive the following year (but shall not exceed 3%). It is agreed that although the contract year will change to September 1st until August 31st of the subsequent year. The increase as outlined above will be retroactive to July 1st of the contract year (in alignment with the District Payroll year July 1st through June 30th of the subsequent year) upon completion of the Superintendent Evaluation.

For example and to further clarify, if the Superintendent receives an effective or highly effective rating on the evaluation that is to be completed by August 31, 2023, his step increase will be retroactive to July 1, 2023. This retroactive provision will be in place for each of the active contract years upon completion of the evaluation and in alignment with the renewal provisions in section 22 as described above.

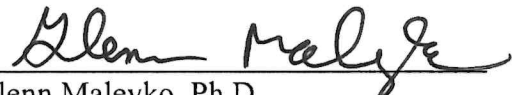
For example and to further clarify, if the Superintendent was not evaluated during the year 2023-2024 (in alignment with state law State law PA 380.1249b (1j)) he would retain the most recent evaluation rating and would automatically receive the amount of the step increase that will be equal to the average teacher step increase that teachers will receive during the 2024-2025 school year (but shall not exceed 3%). The increase would be effective July 1, 2024.

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

Superintendent



Jim Thorpe
Board President



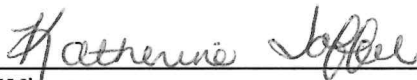
Glenn Maleyko, Ph.D
Superintendent

6/19/23

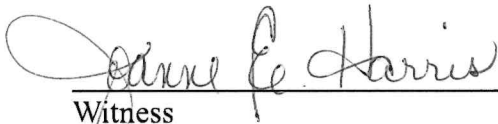
Date

06-19-23

Date



Witness



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