

**LETTER OF UNDERSTANDING  
BETWEEN DEARBORN BOARD OF EDUCATION  
AND**

**DEARBORN FEDERATION OF SCHOOL EMPLOYEES - CHILD CARE**

Both parties agree that effective October 2, 2023 the following positions are added to the bargaining unit:

- Developmental Preschool Teacher will be added to the "Lead Childcare Provider" classification.
- Developmental Preschool Assistant Teacher will be added to the "Childcare Provider" classification.

Both parties agree the Developmental Preschool Teacher and Assistant Teacher are included in all articles except Article 16.B. Benefits: Health, Dental and Optical Insurance.

C. Salary Schedule

2023-2024

	Step 1	Step 2	Step 3
Childcare Manager	\$21.39	\$22.16	\$22.96
Lead Childcare Provider Developmental Preschool Teacher	\$16.81	\$17.58	\$18.37
Childcare provider Developmental Preschool Assistant Teacher	\$15.30	\$15.60	\$16.00

**ARTICLE 2. THE BARGAINING UNIT**

A. Recognition and Scope of Coverage

The Dearborn Board of Education recognizes the Dearborn Federation of School Employees - Child Care Workers as the exclusive bargaining agent for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment for all full-time and regular part-time childcare employees.


B. Classifications

1. Childcare Managers
2. Childcare Lead & Developmental Preschool Teacher
3. Childcare ~~Assistants~~ Provider & Developmental Preschool Assistant Teacher
4. Multi-Site Manager

C. New Classifications

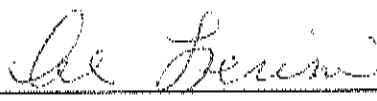
The Board and the union will mutually agree on a pay rate for any new classification within the bargaining unit. In the event the parties are unable to agree as to rate of pay for the new classification and/or whether it is within the bargaining unit, such dispute shall be submitted to the grievance procedure contained in this agreement. The rate established shall be retroactive to the start of the operation.

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

  
\_\_\_\_\_  
Dr. Glenn Maleyko, Superintendent

12-14-23  
\_\_\_\_\_  
Date

For the Dearborn Federation of School Employees

  
\_\_\_\_\_  
Al Lerini, DFSE President

12-14-23  
\_\_\_\_\_  
Date