

LETTER OF AGREEMENT
BETWEEN
DEARBORN FEDERATION OF SCHOOL EMPLOYEES
AND DEARBORN BOARD OF EDUCATION

CLARIFYING CONTRACT LANGUAGE

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:

The purpose of this Agreement is to clarify the language in the Collective Bargaining Agreement between the Board and DFSE regarding the following:

- Seniority and benefits of rehired retirees
- Demotions

Current Language for Rehiring Retirees

Retired DFSE members returning to the same full or part time position they left may be placed at the lane and step closest to their annual base salary at the time of their retirement. Retirees that return are not eligible for health benefits.

New Language for Rehiring Retirees (Additional language is bolded)

Retired DFSE members returning to the same full or part time position they left may be placed at the lane and step closest to their annual base salary at the time of their retirement. Retirees that return are not eligible for health benefits. **They will receive longevity but they will not have their pre-retirement seniority restored. Their new seniority date will be the date on which they are rehired by the Board.**

Rehired retirees returning to a different position from which they retired will be placed on the step that is closest to the amount they were making at the time of retirement. Rehired retirees will not have their pre-retirement seniority date restored. Their new seniority date will be the date on which they are rehired by the Board.

Current Language for Demotions (Article 10-Rates of Pay on Promotions and Demotions)

If an employee is demoted to a lower paying classification the employee's present anniversary date will be changed to the date of demotion and he/she will be placed on a step in the lower classification closest to the rate earned at the time of promoting. Employees may earn the annual steps regardless of the classification. Promoting and then demoting should not result in an increase of pay except for annual step movement.

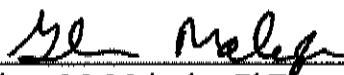
New Language for Demotions (Article 10- Rates of Pay on Promotions and Demotions)

If an employee is demoted to a lower paying classification the employee's present anniversary date will be changed to the date of demotion and ~~he/she~~ **the employee** will be placed on a step in the lower classification closest to the rate earned at the time of the promotion. Employees may earn the annual steps regardless of the classification. Promoting and then demoting should not result in an increase of pay except for annual step movement. **Employees who demote to a lower classification that they have never worked in will be placed on the step that corresponds to their hire date, as if they had been hired directly into that classification. For example, a paraprofessional with 3 years of service who demotes to a food service assistant position will be placed on the 3rd step of the food service salary schedule, or the step that corresponds to 3 years of service.**

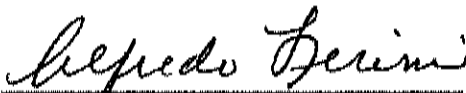
This agreement is effective through August 31, 2028.

For the Board of Education
of the School District of the
City of Dearborn Public Schools

For the Dearborn Federation of School
School Employees



Glenn M. Maleyko, PhD.
Dearborn Public Schools



Alfredo Lerini, President, DFSE

11-13-23
Date

11-10-23
Date