

**LETTER OF UNDERSTANDING
BETWEEN DEARBORN BOARD OF EDUCATION
AND
DEARBORN FEDERATION OF SCHOOL EMPLOYEES**

**Summer Discovery 2024
Compensation & Filling of Positions**

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:

Both parties agree to the following terms and conditions of the 2024 Summer Program. Title I, the 23G Grant funding and the Summer Discovery Grant provided by the Ballmer Group and United Way are funding this summer program. The compensation is not precedent-setting for future summer programs.

K-8 Summer 2024

Student Hours: 8:00am - 4:00pm

Calendar

- June 12th is the first day for students
- June 17th & 18th - Eid Holiday (no school and unpaid)
- June 19th - June 21st (Wed - Fri) School days (3)
- June 24th - June 28th (M-Fri) School days (5)
- July 1st - July 3rd (M-W) School days (3)
- July 4th - Holiday (no school and unpaid)
- July 8th - 11th (M-TH) School days (4)
- July 15th - July 18th (M-TH) School days (4)
- July 22nd - July 24th (M-W) School days (3)

Shift Times:

- Elementary: 8:00am - 4:00 pm
- Middle School: 8:45 - 4:45 pm

Filling of Summer Program Positions

Both parties agree that 10 month employees, excluding custodians, are eligible to apply to work the summer program. 11 month employees are eligible to apply to work in the summer program within their 22 non-working days. 10 and 11-month employees that apply to work the summer program will be given priority placement to fill the summer program positions in their regular classification and in their home school(s) if positions are available. **For the purpose of the 2024 Summer Program only DFSE employees are permitted and encouraged to bid on more than one classification.** However, it is also understood that this agreement is dependent on the student enrollment, staff participating and individual building / program needs.

10 and 11-Month Staff Compensation

Employees will be paid their regular hourly rate regardless of which classification they are working in. No out-of class rates will be implemented in the summer.

Employees working the full summer program will receive an additional \$10/hour for total hours worked. For the dates of June 12, 2024 - June 14, 2024, all secretaries will be receiving their regular hourly rate. Secretaries working the full

summer program will begin receiving the additional compensation described above for total hours worked, on June 19, 2024 through July 24, 2024.

The additional compensation will be paid as a lump sum payment following the conclusion of the summer school program, after attendance has been calculated, and in accordance with the payroll schedule. It is expected that attendance will be calculated for the August 23, 2024 paycheck date.

Daily absences will not be compensated. *If a staff member is absent more than twice (3rd absence), their \$10 per hour reduces to \$7 per hour and if more than three times (4th absence) it will be \$5 per hour. Six or more absences result in ineligibility for the summer program hourly stipend.*

- Summer program does not include **holiday pay**.
- The contractual requirement to have three or more sick days in one's bank in order to apply for summer work does NOT apply to the summer program.
- Summer School work is not eligible for overtime pay. *For example: As aligned with current contract language, if you work a ten hour shift on the same day and over forty hours in the same week, then the first eight hours include the summer school stipend of up to \$10 per hour. The last two hours include overtime pay only.*
- Covid related absences are treated as all other unfortunate life circumstances.
- The collective bargaining agreement article 6A regarding earning one paid day off by working 20 days is altered for the summer program. Staff are still eligible to earn an additional day off, but are not permitted to use the earned day during the summer program. Therefore, the earned day will be added to the employee's sick bank for use in the 24-25 school year and is not eligible for additional summer program compensation.

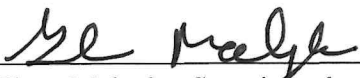
12-month Staff Compensation

12-month employees will have the opportunity to earn overtime in order to complete their annual summer responsibilities and the additional responsibilities resulting from the summer program.

This agreement is in-effect during the 2024 summer program and does not apply to 10-month custodians and Child Care workers.

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

For the Dearborn Federation of School Employees



Dr. Glenn Maleyko, Superintendent



Al Lerini, DFSE President

4-15-23

Date

4-12-24

Date