

**LETTER OF UNDERSTANDING
BETWEEN DEARBORN BOARD OF EDUCATION
AND
DEARBORN FEDERATION OF TEACHERS
BLE & Teacher Evaluation (2 Components)**

The Dearborn Board of Education (hereinafter referred to as the Board), and the Dearborn Federation of Teachers (hereinafter referred to as the DFT), the above mentioned parties agree as follows:

DFT and District agree to the Boundary Line Exemption language for DFT members.

ARTICLE XLVIII - EMPLOYEE SCHOOL OF CHOICE

All unit members who are Dearborn residents are eligible to apply for a “Boundary Line Exemption” to allow their children or grandchildren to attend the school closest to the school at which they work of their choice.

All unit members that are not Dearborn residents are eligible to apply for “Non-Resident School of Choice” to allow their children or grandchildren to attend Dearborn Schools. They will be offered a choice based on school populations and the building closest to the school where they work.

Student Placement: Final approval of student school placement is determined by the Director of Student Services, based on factors including, but not limited to, projected student enrollment. The Director of Student Services’s determination of available space is final.

- “Non-Resident School of Choice” is the equivalent of granting approval to District-of-Choice since Dearborn Public Schools is a closed boundary district.

DFT and District agree to the following evaluation language. The remaining evaluation language will be included in future bargaining agreements.

ARTICLE XLVII - EVALUATIONS

2. Metrics must be the basis for twenty percent (20%) of the member’s year-end evaluation rating. Metrics means student growth and assessment data or student learning objectives. Acceptable metrics include but are not limited to:

- a. Building Level PLC Common Assessments
- b. District-wide PLC Common Assessments
- c. SLO Data
- d. Direct Reading Assessment (DRA), iReady, or other district assessment tool
- e. Metrics applicable to positions that are not ‘Teacher’ as defined by SB395¹

¹ “Teacher” means, except as otherwise provided in this section, an individual who has a valid Michigan teaching certificate or authorization or who is engaged to teach under section 1233b; who is employed, or contracted for, by a school district, intermediate school district, or public school academy; and who is assigned by the school district, intermediate school district, or public school academy to deliver direct instruction to pupils in any of grades K to 12 as a teacher of record.

3. The remaining portion of the evaluation is primarily based on member performance as measured by an evaluation tool that is developed or adopted by the district and based on objective criteria. The District agrees to confer with the Union if any other factor is used as a basis for this portion of the evaluation.

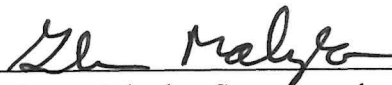
Effective = Danielson Rubric Overall Rating of Highly Effective or Effective

Developing = Danielson Rubric Overall Rating of Minimally Effective

Needing Support = Danielson Rubric Overall Rating of Ineffective

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

For the Dearborn Federation of Teachers



Dr. Glenn Maleyko, Superintendent



Kathi K. Martin, DFT President

8/27/24

Date

8/27/24

Date