

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

**Summer Discovery 2025
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 2025 Summer Program. Title I 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.

Calendar

Monday June 23, 2025 - School Day 1

Tuesday June 24th - School Day 2

Wednesday June 25th - School Day 3

Thursday June 26th - School Day 4

Friday June 27, 2024 - School Day 5

Monday June 30th - School Day 6

Tuesday July 1st - School Day 7

Wednesday July 2nd - School Day 8

Thursday July 3rd - School Day 9

Monday July 7th - School Day 10

Tuesday July 8th - School Day 11

Wednesday July 9th - School Day 12

Thursday July 10th - School Day 13

Friday July 11th - School Day 14 (Tentative field trip)

Monday July 14th - School Day 15

Tuesday July 15th - School Day 16

Wednesday July 16th - School Day 17

Thursday July 17th - School Day 18

Friday July 18th - School Day 19 (Tentative field trip)

Monday July 21st - School Day 20

Tuesday July 22nd - School Day 21

Wednesday July 23rd - School Day 22

Thursday July 24th - School Day 23

Friday July 25th - School Day 24 (Tentative field trip)

Program Hours:

Elementary: 8:00am - 4:00pm

Middle School: TBD - 8:00am - 4:00pm OR 8:45am - 4:45pm

Clerical Shift Times:

Elementary: 7:45am - 4:15 pm

Middle School: 8:30am - 5:00 pm

The shift times for all other classifications will be determined based on the program and building needs within the program hours listed above.

Filling of Summer Program Positions

Both parties agree that ten month employees, excluding custodians, are eligible to apply to work the summer program. Ten 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 2025 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. 11 and 12 month employees and Child Care employees are ineligible to apply to work in the summer program.

Staff Compensation

Employees will be paid their regular hourly rate if they work in their own classification. Otherwise, "Out of Class" contract language will be utilized.

Employees working the full summer program will receive an additional \$10/hour for total hours worked.


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 an August pay 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**.
- Summer program does not include overtime 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 including shifts longer than eight hours.
- 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 25-26 school year and is not eligible for additional summer program compensation.
- If buildings and/or the district closes due to unforeseen circumstances, **staff is not compensated**.

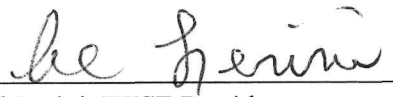
This agreement is in-effect during the 2025 summer program.

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


Dr. Glenn Maleyko, Superintendent

10-29-24
Date

For the Dearborn Federation of School Employees


Al Lerini, DFSE President

10-29-24
Date