

**LETTER OF UNDERSTANDING**  
**BETWEEN DEARBORN BOARD OF EDUCATION**  
**AND**  
**DEARBORN FEDERATION OF TEACHERS**  
**AND**  
**ADULT EDUCATION TEACHERS**  
**Wage Reopener 2025-2026**

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

Effective August 19, 2025 all non-shared time teachers working in the adult education program shall receive a 4% salary schedule increase based on 2024-2025 base contract compensation.

Step	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Step 1	27.31	28.68	<b>29.83*</b>	Wage Reopener	Wage Reopener
Step 2	29.49	30.96	<b>32.20*</b>	Wage Reopener	Wage Reopener
Step 3	31.68	33.26	<b>34.59*</b>	Wage Reopener	Wage Reopener
Step 4	33.86	35.55	<b>36.97*</b>	Wage Reopener	Wage Reopener
Step 5	36.05	37.85	<b>39.36*</b>	Wage Reopener	Wage Reopener
Step 6	38.23	40.14	<b>41.75*</b>	Wage Reopener	Wage Reopener

\* Replaces “wage reopener.”

The District will have the discretion to place newly hired employees on a Step consistent with their certification, qualifications, experience and the labor market.


The District will provide the Union with a yearly financial report **following July 30th of each year. This will** include revenue and expenditures from State and Federal grants for the Adult Education program.

All night classes will be paid at ~~\$1.77~~ **\$2.00** per hour above the employee’s step.

Step	2025-2026		Night
Step 1	29.83*	2.00	\$31.83


Step 2	32.20*	2.00	\$34.20
Step 3	34.59*	2.00	\$36.59
Step 4	36.97*	2.00	\$38.97
Step 5	39.36*	2.00	\$41.36
Step 6	41.75*	2.00	\$43.75

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

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

8-27-25  
\_\_\_\_\_  
Date

For the Dearborn Federation of Teachers  
Local 681, A.F.T.  
Adult Education Teachers

  
\_\_\_\_\_  
Kathi Martin, DFT President

8/25/25  
\_\_\_\_\_  
Date