

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

Both parties agree to the clarification of language provided below:

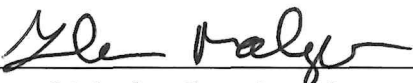
ARTICLE 16. BENEFITS

- A. *Effective July 1, 2012, each employee will earn two non-cumulative personal business days and four cumulative sick days each school year, which shall accumulate. 12 month employees will earn an additional 1 sick day. Time credited will be calculated based on the total hours scheduled per week and dividing that amount by five. Personal business days not used prior to the end of the school year shall be added to the employee's sick bank.*

~~In lieu of vacation and sick days, staff with a minimum of ten years with Dearborn Public Schools and no evidence of attendance abuse as reviewed and determined by the CC Supervisor and EC Coordinator is eligible for a general paid time off bank equal to the number of sick and vacation days earned. These days may be used when schools are closed and there are no students, such as during scheduled school breaks or during holidays.~~

Following ten years of employment with the district and no evidence of attendance abuse, as reviewed and determined by the Child Care Supervisor and the appropriate Executive Director, staff will be permitted to use each subsequent year's newly earned personal business and sick days during scheduled school breaks or holidays as paid no school days, when the schools are closed and there are no students.


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



Dr. Glenn Maleyko, Superintendent

9-25-25
Date

For the Dearborn Federation of School Employees



Al Lerini, DFSE President

9-25-25
Date