



**LETTER OF AGREEMENT  
BETWEEN  
DEARBORN BOARD OF EDUCATION  
AND  
DEARBORN SCHOOLS OPERATING ENGINEERS ASSOCIATION**

The Dearborn Board of Education (hereinafter referred to as the Board) and the Dearborn Schools Operating Engineers Association (hereinafter referred to as the D.S.O.E.A.) agree as follows:

- 1) The Dearborn Public Schools and Dearborn Schools Operating Engineers Association agree to add a classification of Engineer to be known as Engineer E, which will include unlicensed Boiler and Refrigeration Operators.
- 2) The Dearborn School District reserves the right to fill vacant Engineer positions at the locations not requiring a City of Dearborn Licensed Boiler or Refrigeration Operator with Engineer E Employees.
- 3) Engineer E Employees who obtain the required City of Dearborn Boiler and/or Refrigeration License(s) for the location they are assigned will be promoted to the appropriate classification, and move to the pay scale and step per Article XIV of the 2023-2028 DSOEA Contract. For example, after obtaining the required license (s), an Engineer E working at a Class D location would be promoted to an Engineer D, and would move to the appropriate step on the Engineer D wage scale.
- 4) When vacancies occur at locations that do not require a Licensed Operator, DSOEA Members shall have interview priority over non-DSOEA members who apply for the position.

The Following locations do not require a City of Dearborn Boiler and/or Refrigeration Operator's License: Administrative Service Center (Ten Eyck), Becker Elementary, DuVall Elementary, Geer Park Elementary, Howard Elementary, Long Elementary, Nowlin Elementary, Oakman Elementary, River Oaks Elementary, Salina Elementary, and Whitmore-Bolles Elementary.

Proposed Engineer E 2025-2026 payscale:

Step 1 \$18.76) Step 2 \$19.44) Step 3 \$20.14) Step 4 \$20.84) Step 5 \$21.53) Step 6 \$22.22) Step 7 \$22.91) Step 8 \$23.65) Step 9 \$24.43) Step 10 \$25.20) Step 11 \$26.02)



**Dearborn Schools Operating Engineers Association (DSOEA) 2025-26**

Effective September 1, 2025	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Engineer E	18.76	19.44	20.14	20.84	21.53	22.22	22.91	23.65	24.43
Engineer D	22.70	23.37	24.02	24.99	25.99	27.01	28.09	29.47	-
Engineer C	23.65	24.11	24.75	25.71	26.76	27.84	28.93	30.59	-
Engineer B	24.06	24.73	25.39	26.07	26.75	28.08	29.22	30.40	32.01
Facilities Engineer - District	26.40	27.07	27.79	28.57	29.34	30.77	32.01	33.30	35.21
Facilities Engineer - Fordson	26.58	27.31	28.13	28.88	29.62	31.11	32.63	34.26	37.31
Facilities Engineer - HFC	26.40	27.07	27.79	28.57	29.34	30.77	32.01	33.30	35.21
Facilities Engineer - HFC Health & Safety	34.47	35.56	36.66	37.81	38.90	39.99	41.07	42.13	43.13

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

Lamis Srour  
Lamis Srour, Interim Superintendent

12-17-2025

Date

For the Dearborn Schools Operating  
Engineers Association

Michael Lowe  
Michael Lowe, President, DSOEA

Date



## PROFESSIONAL STAFF POSITIONS

<b>Title:</b>	Engineer E
<b>Reporting Relationships:</b>	Director of Plant Operations Responsible to the Principal for the day-to-day operation of the building assigned
<b>Supervises:</b>	Custodial personnel assigned to the building
<b>Terms of Employment:</b>	12 months, Engineer's Salary Schedule Grade E (41)
<b>Evaluation:</b>	Annually by the Building Principal
<b>Description:</b>	To provide efficient operation of the assigned building according to the direction provided by the Director of Operations to accommodate the educational program established by the Building Principal
<b>Preferred Qualifications:</b>	Three years of successful experience as a school custodial employee or in a similar Engineer role
<b>Qualifications:</b>	<ol style="list-style-type: none"><li>1. High School Diploma or equivalent</li><li>2. Ability to plan, assign, supervise, and review work for the custodial staff in the cleaning of the school building, as directed by the Director of Plant Operations</li><li>3. A thorough knowledge of the skills required of a custodian</li><li>4. A thorough knowledge of various cleaning supplies, materials, and their proper use</li><li>5. The ability to establish and maintain harmonious working conditions with custodians and other employees of the school district, including Principals and Teachers</li><li>6. An understanding and appreciation of the responsibility of the job, being almost on immediate call</li><li>7. The ability to understand and effectively carry out written and oral instructions and to make reports</li></ol>



### **Performance Responsibilities:**

1. \* Is responsible for maintaining the cleanliness of the buildings
2. \* Maintain the physical plant of the assigned school building
3. \* Plan, assign, supervise, inspect, and evaluate the work of the custodial employees assigned to the building in order to provide cleaning standards as directed by the Director of Plant Operations
4. \* To maintain fiscal responsibility for plant operations supply budget, and to requisition and distribute materials and supplies needed for cleaning and maintaining the physical plant
5. \* To inspect the building and initiate needed repairs
6. \* Submits maintenance requests for Skilled Trades and contract services
7. \* Coordinates Skilled Trades and contract service activities with Building Services Administration
8. \* To safeguard school properties during non-school hours through direction to custodial staff and in response to security service calls and checks, or assigns responsibility for checking the status of buildings on weekends or holidays as directed by the Director of Plant Operations
9. \* Supervises, provides care, and is responsible for the operation of the mechanical equipment of the building
10. \* To supervise and provide care of the school grounds and playfields
11. \* Operate, maintain, adjust, clean, and make minor and emergency repairs to the low-pressure heating and ventilating equipment
12. \* Oil and clean machinery, pack pumps and valves, etc
13. \* Appraise and confer with the Principal regarding the school's immediate and long-term maintenance needs
14. \* Make recommendations to the Director of Plant Operations for establishing the building operation supplies budget
15. \* Maintain and make minor repairs to other school equipment



16. \* Supervise and assist the custodial staff in assembling new furniture and making minor repairs to the school building, furniture, and fixtures
17. \* Clean and maintain heating and ventilating equipment -- for example, cleaning the tunnels underneath the building, checking the oil level of motors, "punching out" the boiler tubes as required, and cleaning filters
18. \* Assist the Principal and teachers in arranging rooms and play areas
19. \* Provides or assigns responsibility to provide for the arrangement of rooms for evening and permit programs
20. \* Perform various administrative tasks, such as completing payroll and overtime sheets, and monitoring attendance of the custodial force; preparing accident, gas usage, and other reports; and requisitioning custodial supplies
21. \* Request and supervise substitute custodial employees as required
22. \* To assign overtime according to the DFSE/DSOEA labor agreements as authorized by the Director of Plant Operations
23. \* May perform and is responsible for other related duties, such as but not limited to: mowing grass, shoveling snow, sweeping, mopping, clearing drains, and scrubbing floors, as assigned by the Principal and/or Director of Plant Operations

\*indicates essential functions of the job



**DEARBORN PUBLIC SCHOOLS**  
Department of Human Resources

**18700 Audette**

**Dearborn, Michigan 48124**

**SALARY SCHEDULE 2025-26**

**Dearborn Schools Operating Engineers Association (DSOEA)**

**Amounts are based on 1% + 2.94% foundation tie increase (3.94%) minus the MPSERS (1.33%) Total 2.61%.**

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
41	<b>Engineer E</b>	<b>18.76</b>	<b>19.44</b>	<b>20.14</b>	<b>20.84</b>	<b>21.53</b>	<b>22.22</b>	<b>22.91</b>	<b>23.65</b>	<b>24.43</b>
42	<b>Engineer D</b>	<b>22.70</b>	<b>23.37</b>	<b>24.02</b>	<b>24.99</b>	<b>25.99</b>	<b>27.01</b>	<b>28.09</b>	<b>29.47</b>	<b>-</b>
43	<b>Engineer C</b>	<b>23.65</b>	<b>24.11</b>	<b>24.75</b>	<b>25.71</b>	<b>26.76</b>	<b>27.84</b>	<b>28.93</b>	<b>30.59</b>	<b>-</b>
44	<b>Engineer B</b>	<b>24.06</b>	<b>24.73</b>	<b>25.39</b>	<b>26.07</b>	<b>26.75</b>	<b>28.08</b>	<b>29.22</b>	<b>30.40</b>	<b>32.01</b>
45	<b>Facilities Engineer - District</b>	<b>26.40</b>	<b>27.07</b>	<b>27.79</b>	<b>28.57</b>	<b>29.34</b>	<b>30.77</b>	<b>32.01</b>	<b>33.30</b>	<b>35.21</b>
46	<b>Facilities Engineer - Fordson</b>	<b>26.58</b>	<b>27.31</b>	<b>28.13</b>	<b>28.88</b>	<b>29.62</b>	<b>31.11</b>	<b>32.63</b>	<b>34.26</b>	<b>37.31</b>
47	<b>Facilities Engineer - HFC</b>	<b>26.40</b>	<b>27.07</b>	<b>27.79</b>	<b>28.57</b>	<b>29.34</b>	<b>30.77</b>	<b>32.01</b>	<b>33.30</b>	<b>35.21</b>
48	<b>Facilities Engineer - HFC Health &amp; Safety</b>	<b>34.47</b>	<b>35.56</b>	<b>36.66</b>	<b>37.81</b>	<b>38.90</b>	<b>39.99</b>	<b>41.07</b>	<b>42.13</b>	<b>43.13</b>