

LETTER OF UNDERSTANDING  
BETWEEN DEARBORN BOARD OF EDUCATION  
AND  
DEARBORN FEDERATION OF TEACHERS

**Cotter Summer Program - 2026**

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:

Both parties agree to the following terms and conditions of the 2026 Summer Program. The Lit Lab OST Grant provided by WCRESA is funding this summer program. The compensation is not precedent-setting for future summer programs.

**Cotter Summer Program 2026 Program Details:**

Who: Rising Kindergarten & Young 5s (2025-26 preschool students) enrolled in Dearborn Schools.

When: June 29, 2026 - July 31, 2026

Up to one required PD Date is TBD.

**Cotter Summer Program Details:**

(DFT reports 8:35 AM - 12:25 PM) - 3.5 hours per day (includes 30 minutes for planning, arrival and dismissal).

Staff preparation/planning occurs daily from 8:35 AM to 9:05 AM.

Staff supervision begins promptly at 9:05 AM and concludes at 9:15 AM.

Student instruction runs from 9:15 AM-12:15 PM.

Staff supervision occurs from 12:15 PM and concludes at 12:25 PM.

Elementary Teachers will have a 30-minute planning period per day, not including PD days.

Elementary Teachers earn \$270 per day for this program (\$77 per hour).

Elementary School - Professional Development: PD date is TBD. Compensation is \$40 per hour and lunch is provided.

If Cotter Summer Program teachers are absent more than three days, all 24 days are paid at \$192.50 (\$55 per hour) per day.

The Elementary substitute teacher rate is \$192.50 per day.

***Staffing & Communication***

The goal is to communicate staffing placements PRIOR to the availability of the number of students enrolled. Therefore, all positions are not guaranteed until either the enrollment goal (100) is achieved (this directly impacts the grant funding) OR June 6, 2026, whichever is reached first. This staffing is being estimated based on the WCRESA OST funding requirements.

**Attendance Requirement - see above for details.**

*\* Because consistency and establishing rapport with students are essential components of the WCRESA OST grant, Human Resources may use its discretion as to whether or not to place a teacher who was absent more than three days during the 2026 Summer Discovery program.*

If buildings and/or the district close due to unforeseen circumstances, **staff are not compensated.**

In an effort to provide the utmost level of consistency and structure for students, sharing a position is not an option at this time. No vacations should be planned at this time. This may be revisited depending on student enrollment and teacher interest.

Summer Discovery teachers who were absent more than three days in 2025 Summer Discovery may not receive a placement.

**Calendar**

**Required** Professional Development: PD is one day, and the date is TBD.

Monday June 29th - School Day 1

Tuesday June 30th - School Day 2

Wednesday July 1st - School Day 3

Thursday July 2nd - School Day 4

Friday, July 3rd - No School - Fourth of July Holiday - This is not a paid holiday.

Monday July 6th - School Day 5  
Tuesday July 7th - School Day 6  
Wednesday July 8th - School Day 7  
Thursday July 9th - School Day 8  
Friday July 10th - School Day 9

Monday July 13th - School Day 10  
Tuesday July 14th - School Day 11  
Wednesday July 15th - School Day 12  
Thursday July 16th - School Day 13  
Friday July 17th - School Day 14

Monday July 20th - School Day 15  
Tuesday July 21st - School Day 16  
Wednesday July 22nd - School Day 17  
Thursday July 23rd - School Day 18  
Friday July 24th - School Day 19

Monday July 27th - School Day 20  
Tuesday July 28th - School Day 21  
Wednesday July 29th - School Day 22  
Thursday July 30th - School Day 23  
Friday July 31st - School Day 24

**Teacher Placement**

Teachers who are ZA/ZS endorsed and taught GSRP in 2025-26 are eligible to apply.  
Teachers with the least number of absences for the 2024-25 & 2025-26 will be placed first.  
Seniority will be used as a tiebreaker.

\*THIS INFORMATION IS SUBJECT TO CHANGE PENDING STAFF & STUDENT PARTICIPATION\* Program dates and compensation will not change though.

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

For the Dearborn Federation of Teachers



Lamis Srour, Interim Superintendent

2-18-2026

Date



Kath Martin, DFT President

2/18/26

Date