

**Letter of Agreement
Between
Dearborn Public Schools
and
Dearborn Federation of Teachers**

WAGE REOPENER 2026-27

THIS MEMORANDUM OF UNDERSTANDING AND AGREEMENT ("Agreement") is made by and between the **Dearborn Public Schools** and the employees in the District covered by a collective bargaining agreement with the **Dearborn Federation of Teachers (DFT)**.

Effective August 27, 2026 all DFT members shall receive the following, retroactive to August 19, 2026:

- 2% increase from previous salary schedule
AND
- A one-time off-schedule 1% increase from previous salary schedule, to be distributed across remaining pays through the last pay in June or last day of employment, whichever comes first.

Both parties agree to the following:

- Staff meeting time for the 2026-2027 school year will increase by 60 minutes. The extra 60 minutes will extend two existing non-departmental staff meetings by 30 minutes each.
- This extra staff meeting time must be scheduled and announced with at least one month of notice.
- Article XIII.C - Personal Business will be changed as follows:

ARTICLE XIII – PAID TIME AND UNPAID TIME OFF

C. Personal Business (PB)

Each regularly employed full time unit member will be granted two (2) days per year for Personal Business. Part time employees working 0.5 FTE and above shall be granted 1 (one) day per year. These days are provided for the unit member to take care of important personal matters that cannot be taken care of outside of the regular school day. Use of a PB day requires that whenever possible, unit members will inform the building administrator at least three days in advance. Unit members under an attendance improvement plan as designated by Human Resources through the absence verification process in Article XIII.I.2.b require building administrator approval to use PB days.

The Personal Business Day is not to be used on the first or last day of a school semester or the day preceding or following a break of more than three calendar days, unless approved by the Director of Human Resources or designee.

Up to two unused personal business days shall be allowed to roll over to the next school year's personal business bank. This will allow staff the ability to have and use up to 4 personal business days in a school year. If there are 4 personal business days in a unit member's bank at the end of the school year, any additional unused personal business days shall be added to the employee's accumulated sick days. Use of three or more personal business days in a row ~~requires the approval of the Director of Human Resources~~ **can be utilized once every three years and unit members will inform the building administrator at least ten work days in advance.**

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


Mike Esseily, Superintendent

8-27-26

Date:

For the Dearborn Federation of Teachers


Kathi Martin, DFT President

8/27/26

Date: