

**Letter of Agreement
Between
Dearborn Public Schools
and
Association of Dearborn School Administrators**

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 Association of Dearborn School Administrators (hereinafter referred to as the ADSA).

Effective September 10, 2026 all ADSA members shall receive the following, retroactive to the first day of the 2026-2027 work year:

- 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:

- Relief days for the 2026-2027 school year will increase by one for a total of three relief days for all ADSA members.
- Article V.A and Article V.C will be changed as follows:

ARTICLE V – ABSENCES OTHER THAN LEAVES

A. Sick Bank Accumulation

1. All administrators hired by Dearborn Schools prior to July 1, 2013 shall earn ~~one day~~ **nine-tenths (0.9)** per month for paid time off for: personal illness and incapacitation; religious observation; funeral leave; required court appearance; and to care for a family member. (202 scheduled workday employees ~~→ 9~~ 9 days; 22 relief day employees ~~→ 11~~ 10 days; 10 and 17 relief day employees ~~→ 12~~ 11 days)
2. All unit members hired by Dearborn Schools on or after 7-1-13 shall earn ~~eight-tenths~~ **seven-tenth (0.7)** days per month for paid time off for: personal illness and incapacitation; religious observation; funeral leave; required court appearance; and to care for a family member. Days earned shall be rounded to the nearest whole day.

(202-~~8~~ 7 days; 238 days-~~9~~ 8 days; 243 days-~~10~~ 9 days; 250 days-~~10~~ 9 days).

3. All earned but unused sick leave days shall be allowed to accrue from year to year; however, after one year of absence utilizing sick time, the unit member must apply for long-term disability.

C. Personal Business

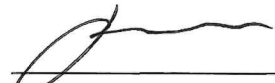
1. Each administrator will be granted up to ~~two~~ **three** days per year for Personal Business. These days are provided for the administrator to take care of important personal matters that cannot be taken care of outside of the regular school day. Request must be made in advance to the Superintendent or the designee.
2. The Personal Business Day is not to be the first or last day of a school semester or the day preceding or following a vacation or holiday while school is in session unless approved by the Superintendent. Any unused Personal Business Days shall be added to the administrator's accumulated sick days.

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


Mike Esseily, Superintendent

9-10-20
Date:

For the Association of Dearborn Schools
Administrators


Rima Hassan, ADSA President

9-10-20
Date: