

LETTER OF AGREEMENT
BETWEEN
DEARBORN FEDERATION OF SCHOOL EMPLOYEES
AND DEARBORN BOARD OF EDUCATION

Wage Reopener 2026-27

This Letter of Agreement (“Agreement”) is made by and between the Dearborn Board of Education (hereinafter referred to as the Board) and the Dearborn Federation of School Employees-Childcare (hereinafter referred to as the Childcare).

Effective September 1, 2026 all Childcare members shall receive the following:

For 2026-27 school year:

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

For the remainder of the 2023-28 Contract:

- All Childcare employees shall be entitled to two (2) compensated non-work days corresponding to the observed first day of Eid al-Fitr and the observed first day of Eid al-Adha.

Both parties agree to make changes to the following Articles 4, 8, and 15 as follows:

1. Add to Article 4, Section E:

Ten-month employees participating in the summer session are permitted a maximum of four (4) days off during this period. Any absence exceeding four (4) days will result in removal from the summer program for that year.

2. Add to Article 8 a new section (G):

G. DAYS OF OPERATION & PAY

- **General Rule:** Employees are compensated only for days the center is operational and children are scheduled to attend.
- **Exceptions:** Exceptions to this rule are limited to a maximum of three (3) paid district-enforced closures and six (6) paid holidays per fiscal year.

3. Add to Article 15, Section G (Planning Time):

Lesson plans for all Preschool and Kids Club programs must be submitted by 6:00pm end of the day every Friday for the upcoming work week. Paid planning time is allocated as follows:

- Preschool Lead Teachers: Entitled to one (1.75) hour of paid planning time

weekly on Fridays. This additional pay only be added to the time sheet if lesson plans are submitted on Friday by 6:00pm.

- Preschool Assistant Teachers: Entitled to one-half (1/2) hour of paid planning time per week on Fridays to assist the Lead Teacher with lesson planning. This additional pay will only be paid and added to the time sheet if the lead teachers submit the lesson plans submitted on Friday by 6:00pm.
- Kids Club Staff: Allocated planning time is daily from 3:15 PM to 3:55 PM, which is integrated into their regular work schedule.

Affected articles with strike through or bold below:

ARTICLE 4. PERSONNEL

E. Summer/Holiday Employment

1. Summer and holiday employment shall be considered supplementary in nature for all employees other than 52-week employees. 52-week employees are required to work the summer and holiday programs, regardless of the site housing them. Hours scheduled are based on operational need of the program, seniority and classification, with the most senior employees being scheduled first. All employees other than 52-week employees, are eligible to: a) work during the summer or holiday, b) be placed on the substitute list for the summer or holiday only, or c) choose not to work at all. No employee shall be penalized in any way as a result of their decision. All employees shall be entitled to their regular rate of pay if they choose to work, regardless of the assigned position or classification. 52 week employees are entitled to a two week unpaid vacation provided the request for vacation is submitted and approved by the Early Childhood Supervisor at least 30 days before the requested vacation time. The unpaid two-week vacation does not apply to 10-month employees. Unpaid vacation cannot be taken the first or last week of the summer program, or during the summer extension program. During any holiday program, 52-week employees may choose to use unpaid vacation time by giving a 2-week notice in writing. Seniority may be considered when granting vacation time usage. A ten month employee who commits to working the summer program, and does not honor that commitment, will not be considered for employment the following summer.

12 month employees with fifteen or more years of service receive two paid vacation days each year.

ARTICLE 8. HOURS OF WORK

G. DAYS OF OPERATION & PAY

- **General Rule:** Employees are compensated only for days the center is operational and children are scheduled to attend.
- **Exceptions:** Exceptions to this rule are limited to a maximum of three (3) paid district-enforced closures and six (6) paid holidays per fiscal year.

Article 15. SALARY SCHEDULE AND RELATED MATTERS

C. Salary Schedule

2023-2024

	Step 1	Step 2	Step 3
Childcare Manager	\$21.39	\$22.16	\$22.96
Lead Childcare Provider	\$16.81	\$17.58	\$18.37
Childcare provider	\$15.30	\$15.60	\$16.00

2023-2024 All classifications received a 2% increase from the 2022-23 salary schedule as reflected on the schedule above.

There shall be a reopener on or before August 31, 2025 for the September 1, 2025 salary adjustment.

There shall be a reopener on or before August 31, 2026 for the September 1, 2026 salary adjustment.

There shall be a reopener on or before August 31, 2027 for the September 1, 2027 salary adjustment.

There shall be a reopener on or before August 31, 2028 for the September 1, 2028 salary adjustment.

- **For 2026-27 the salary will be:**
 - **2% increase from previous salary schedule**
 - AND**
 - **A one-time off-schedule 1% increase based on profile hours from previous salary schedule, to be distributed across remaining pays through the first pay in June or last day of employment, whichever comes first.**
- **For 2027-28 the salary to be negotiated in 2026-2027.**

G. Planning Time

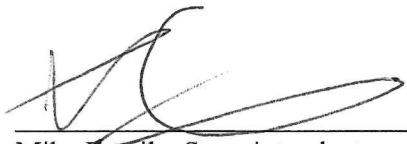
On a case by case basis, the Early Childcare Program Supervisor may authorize one (1) additional paid hour weekly for all classifications for planning time at a time when they are not responsible for children including nap time.

Lesson plans for all Preschool and Kids Club programs must be submitted by 6:00pm end of the day every Friday for the upcoming work week. Paid planning time is allocated as follows:

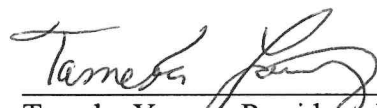
- **Preschool Lead Teachers: Entitled to (1.75) hours of paid planning time weekly on Fridays. This additional pay will only be added to the time sheet if lesson plans are submitted on Friday by 6:00pm.**
- **Preschool Assistant Teachers: Entitled to one-half (1/2) hour of paid planning time per week on Fridays to assist the Lead Teacher with lesson planning. This additional pay will only be paid and added to the time sheet if the lead teachers submit the lesson plans submitted on Friday by 6:00pm.**
- **Kids Club Staff: Allocated planning time is daily from 3:15 PM to 3:55 PM, which is integrated into their regular work schedule.**

This agreement is effective through June 30, 2028.

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


Mike Esseily, Superintendent

For the Dearborn Federation of School
School Employees-Childcare


Tameka Young, President, DFSE

9-17-26
Date

9/17/2026
Date