

LETTER OF AGREEMENT
BETWEEN
DEARBORN BOARD OF EDUCATION
AND
DEARBORN SCHOOLS OPERATING ENGINEERS ASSOCIATION
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 Schools Operating Engineers Association (hereinafter referred to as the D.S.O.E.A.).

Effective September 1, 2026 all P-12 DSOEA 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 P-12 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 the following:

1. All P-12 engineers will be required to have the following minimum qualifications:
 - a. City of Dearborn High Pressure Boiler Operators License at locations required by code. The District reserves the right to hire non-licensed Engineers at locations that do not require boiler and/or refrigeration licenses.
 - b. A high school diploma or equivalent.

As a condition of continued employment, each engineer hired on or after February 1, 1991, shall complete the provided annual District training as approved by the Assistant Director of Operations.

2. Adding Henry Ford Early College to Article X- Classification of Building for Staffing Purposes
3. Removing bullet B, number 6 from Article VII-Filling of Vacancies.

~~Any employee who voluntarily demotes shall be ineligible for promotion for a period of one (1) year from the effective date of the demotion.~~

Affected articles with strike through or bold below:

ARTICLE VII - FILLING OF VACANCIES

A. Definitions

1. A classification is any one of the positions listed in Schedule A.
2. A transfer is a movement of an employee between locations within a classification or between classifications.
3. A promotion is a transfer to a higher paying classification.
4. A demotion is a transfer to a lower paying classification.
5. Members that fill a Facilities Engineer-District and HFC positions must remain in that building for a minimum of a full calendar year.

B. Vacancies in classifications

1. PK-12 level engineers and DFSE BOS members that meet required skill level and qualifications receive priority bid ranking for PK-12 DSOEA vacancies and opportunities for transfers. Two DSOEA members and one DFSE BOS member fill the three bid positions for Engineer D and Engineer C vacancies.
2. Vacancies in classification will be filled by use of a transfer form and forwarded to the Human Resources Department at HFC or P-12. Such requests will be discarded by the Human Resources Departments on September 1st of each school year. Requests received in August will be dated September 2nd. Only qualified individuals may submit a transfer request.

When no transfer requests are on file, the vacancy will be posted within ten (10) working days of the coming into existence of the vacancy. The vacancy will be posted for a period of five (5) working days. The vacancy will also be posted to the DFSE and HFCC-SSA at the same time.

When new jobs are created, posting will occur no later than ten (10) working days after Human Resources (HFC or P-12) has received an approved authorization and will be posted for a period of five (5) working days. The posting will include classification title and a brief description of job duties. Only those employees who submit a bid form during the five (5) working day period of posting will be considered for the job and will be permitted to file a grievance against the final selection.

PK-12 level engineers and DFSE BOS members that meet required skill level and qualifications receive priority bid ranking for PK-12 DSOEA vacancies and opportunities for transfers. Two DSOEA members and one DFSE BOS member fill the three bid positions for Engineer D and Engineer C vacancies.

3. Transfer procedure deadlines are established as follows:

- a. The earliest of the following dates will be the deadline for refusing a transfer: (1) the date the transferee is to report to his/her new position; (2) the date of the transfer notice (flowsheet) which is sent to all parties concerned including the employees affected.
- b. The deadline for submitting bids on a vacancy will be the deadline reflected on the posted bulletin in accordance with VIIB1, above.

4. The earlier of the following dates will be the deadline for submitting a transfer request for a given bid or non-bid vacancy:

- a. The date the position is vacated.
- b. The date of notice (flowsheet) which indicates that the vacancy will occur due to a movement such as resignation, transfer, etc.
- c. Members that hire into or transfer to a Facilities Engineer-District and HFC positions must remain in that position for a minimum of a full calendar year before being eligible for another transfer.

5.

- a. An employee who has not had a non-promotion transfer within one (1) year of the announced date of a vacancy for which the employee is qualified shall be given preference for non-promotion transfers over other employees who have made such a transfer within one (1) year. Non-probationary employees with less than one (1) year seniority shall be given preference for non-promotion transfers before new employees are hired to fill said vacancies.
- b. The restriction in the first sentence of VII B4a, above, shall not apply to an Assistant Engineer D who has, within the past year, moved from one afternoon assignment to another such assignment when an Engineer D day position becomes vacant.
- c. Members that hire into or transfer to a Facilities Engineer-District and HFC positions must remain in that position for a minimum of a full calendar year before being eligible for another transfer.

~~6. Any employee who voluntarily demotes shall be ineligible for promotion for a period of one (1) year from the effective date of the demotion.~~

ARTICLE IX - MISCELLANEOUS RATE ADJUSTMENTS, JOB REQUIREMENTS AND OVERTIME

A. 1. Employees temporarily assigned to a class of work for which the minimum wage rate

herein specified is higher than the employee's regular wage rate shall, for the time engaged in such work, be paid the minimum wage rate herein agreed to be applicable to such work, or their regular wage rate, whichever is greater.

2. When an engineer of a lower classification such as a "D" working for an engineer of higher classification such as a "A", "B", or "C" for more than ten (10) regular working days, the lower classification engineer will be paid an additional fifty cents (50¢) per hour or the same pay rate as the engineer he is replacing, whichever is less, starting with the eleventh (11th) day of work in that replacement position.
 3. After appropriate training is provided, Employees may be requested to perform minor plumbing, carpentry and electrical repairs in their respective buildings as required. Engineers with additional levels of skilled trades training (associates degree, past experience, etc.) would be given additional opportunities to earn overtime.
 - a. Qualified personnel will provide building-specific training for engineers in addition to online training opportunities.
 - b. Because each building is unique, not all duties will be applied equally:
 - i. Buildings with 277 voltage for any related work will not be serviced by the engineers.
 - ii. Building piping systems may not be serviced by the engineers based on a reasonable risk of potential flooding, contamination or other safety concerns.
- B. It is recognized that all disputes on work assignments should be resolved at the building or departmental level wherever possible.
- C.
1. Overtime shall be defined as all hours over forty (40) hours in any one week including any paid time off. (LOA). Overtime for the purposes of this paragraph shall be defined as any time over an Employee's scheduled hours which would cause an Employee to exceed forty (40) hours in any one week.
 2. a. Employer shall determine when overtime is necessary, except that the employer delegates to the Building Engineer, in accordance with the responsibility for building safety and security, the authority to determine when overtime work is required as a result of damage or potential damage to the building, building facilities or site, which may cause further damage to the building or site, or prevent the use of the building and its facilities if immediate action is not taken by the Building Engineer.

After overtime is worked, as a result of the above conditions, the Building Engineer shall immediately submit to the Director of Maintenance & Safety (or the Director of Facility Services), an Overtime Report indicating the reasons for said overtime worked and the number of overtime hours worked by all involved employees.

- b. Regularly scheduled overtime for building security check or other approved operations shall be worked in accordance with instructions from the Building Principal or other designated immediate supervisor, subject to approval by Employer through appropriate channels.
 - c. Building Engineers shall, upon the request of their immediate Supervisor, provide estimates of overtime labor hours necessary for non-scheduled use of the building for which a Building Use Permit may be issued.
 - d. Building Engineers shall not schedule or work such overtime without the approval of their immediate supervisor.
3. Overtime will be performed:

1st, by the engineer or assistant engineer regularly employed in the building where the overtime work is to be performed. It was also agreed that DSOEA members in the District may earn a maximum of, and not to exceed, three double shifts weekly (24 additional hours Monday through Friday). Whenever possible, the overtime will be scheduled on non-consecutive days. For example: Monday, Wednesday, and Friday. This overtime guideline is established to prevent employee fatigue resulting from excessive work hours. The district will use the engineer candidates from the relief list to meet the needs of single-engineer buildings requiring more overtime than permitted by this guideline. Exceptions to this guideline requires advance approval from the Director of Operations or, at HFC, the Director of Facilities.

2nd, if neither of the above can work, then an engineer will be called from an established list of engineers available to work overtime as a replacement in another building.

For purposes of this article, all buildings and campuses of Henry Ford College shall be considered as one location.

4. An attempt shall be made to equalize overtime between engineers in the same building over a six-month period and there shall be no requirement of giving any particular overtime to the person with the least number of overtime hours. A report of overtime of employees within this unit for the six- (6) month periods ending February 28th and August 31st will be made available to the Association upon request.
5. For the purpose of this clause, any employee who was given an opportunity to work overtime and did not choose to work overtime will be charged with the number of overtime hours of the employee who worked during that time. The employee who worked will also be charged.
6. Any employee who has changed classification will be charged with the highest number

of overtime hours that anyone else has accumulated for the contract period in said new classification in the same building on the day the change in classification becomes effective.

7. Employees' starting time will not be changed by the Employer during the regular school year specifically for the purpose of avoiding the payment of overtime.
 8. Vacation black out dates include summer inservice dates, the first and last week of school and one week prior to the first day of school unless approved by the building administrator and the Director of Operations.
- D. 1. Each employee shall receive an additional [REDACTED] (50¢) fifty cents per hour above the wage schedule set forth herein upon commencing the tenth year of seniority with employer, an additional (75¢) seventy-five cents per hour commencing the eighteenth year of seniority with employer and an additional [REDACTED] (\$1.00) one dollar per hour commencing the twenty-fifth year of seniority with employer. No other longevity payments shall be paid, regardless of past practice.
2. All **P-12** engineers ~~hired after February 1, 1991~~ will be required to have the following minimum qualifications:
 - a. **City of Dearborn High Pressure Boiler Operators License at locations required by code. The District reserves the right to hire non-licensed Engineers at locations that do not require boiler and/or refrigeration licenses.**
 - b. ~~An Associate's Degree in Management or Building Engineer Certificate Program.~~
A high school diploma or equivalent.

As a condition of continued employment, each engineer hired on or after February 1, 1991, **shall complete the provided annual District training as approved by the Assistant Director of Operations.** ~~a minimum of six semester hours in management and supervision courses as approved by the Director of Maintenance & Safety or Director of Facility Services or his designee.~~

3. Engineers that possess a 1st or 2nd Class Engineer License with a Refrigeration license from the City of Dearborn will receive an additional forty cents for all hours.

Any new promotion to any of the following classifications will require, as a primary consideration, the designated license:

HFC Facilities Engineer - Health & Safety
HFC Facilities Engineer HFC
Facilities Engineer- Fordson
Facilities Engineer - District
Engineer B

Chief Engineer
1st class
Chief Engineer
1st class
2nd class

Engineer C
Engineer D

3rd class
High Pressure

4. Engineers on active payroll who possess an associate's degree or better shall receive fifty cents per hour above the wage schedule set forth herein.
- E. Engineers involved in school activities requiring the use of personal transportation shall be recompensed at the basic IRS allowable rate.
- F. Members may submit to HR a reimbursement request for up to \$50 annually with certification renewal receipt.

ARTICLE X - CLASSIFICATION OF BUILDING FOR STAFFING PURPOSES

A. Engineer Classifications Related to Size of Building:

These standards do not apply to the main campus of Henry Ford College. All other present buildings shall remain as currently classified so far as the classification of the Facilities Engineer-District assigned to that building is concerned. No Engineer in any building shall be upgraded or downgraded because of the classifications set forth herein.

These classifications shall apply to new buildings and/or additions to present buildings operated by Employer, and except as set forth in the next paragraph, apply to present buildings.

An engineer will be assigned to each building operated by the Dearborn Public Schools, except:

(1) Individual buildings now considered as part of multi-building units, (2) Division of District Operations.

The classification of buildings for assignment of engineers is based on the following weighted square foot area:

<u>Weighted Square Foot Area</u>	<u>Engineer Classification</u>
Up to 43,000 (Becker, DuVall, Howard, Nowlin, Lindbergh and Long	D
43,001 to 70,000 (Geer Park, Haigh, McDonald, Oakman, River Oaks, Snow, Ten Eyck, and Whitmore-Bolles)- Salina Elementary is classified as a C building	C
70,001 to 225,000 (Bryant, Henry Ford, Henry Ford Early College , William Ford, Maples, Miller/Cotter, Smith, Stout, Woodworth and	B

HFC East Campus)

225,001 to 350,000 (Dearborn, Edsel Ford, Fordson,
Lowrey, McCollough/Unis, Michael Berry Career
Center and Salina Intermediate)

Facilities Engineer-District

One HFC Facilities Engineer - Health & Safety, HFC Facilities Engineers will be assigned to the main campus of Henry Ford College. The HFC Facilities Engineer assigned to the weekend shift will work a four-day, ten hour workweek (Friday, Saturday, Sunday, Monday).

An Assistant Engineer D is, and will be, assigned to each building with a weighted square foot area in excess of 225,000. An assistant engineer shall be defined as an engineer working in the same building as, and receiving direction from, that engineer in charge of the building.

The actual square foot area will be adjusted by the following to arrive at the weighted square foot are per building:

1. Swimming Pool in Elementary School	5%
2. Junior High School	10%
3. Multi-Floor Building	10%
4. Senior High School	20%
5. Multi-Building Unit	20%

ARTICLE XVIII - HOLIDAYS

- A. Employees will be paid one 1 day's pay at their regular straight time hourly rate, exclusive of shift premium and overtime pay and premium, for the days mentioned in paragraph B, hereof; provided:
1. The employee would otherwise have been scheduled to work on such a day if it had not been observed as a holiday.
 2. The employee must have worked the last scheduled working day prior to and the next scheduled working day after such holiday, except if the employee is on sick leave, personal illness leave, emergency leave or vacation (not including personal business day or days) and presents documentation satisfactory to the Human Resources Department, if requested, that employee was legitimately on the above-mentioned leave for the above days not worked, then said employee shall receive pay for the holiday.
 3. When one of the holidays set forth below falls within an eligible employee's approved vacation period, and he is absent from work during the regular scheduled work week because of such vacation, the employee shall be paid his/her regular pay for such holiday.

4. DSOEA who retire on December 31 of any contract year shall be entitled to receive holiday pay for the winter holiday period ending December 31 of that year.

- B. The Fridays after Thanksgiving for the duration of the contract shall be a day compensated for at regular straight-time hourly rate, for both P-12 and HFC employees, exclusive of shift premium and overtime pay and premium if the employee meets the eligibility or holiday requirements set forth in paragraph "A" hereof with no requirement to report to work, but shall not be considered a holiday for the purpose of this Agreement. The employer shall determine who shall be requested to work on this day.

Effective for the duration of this Agreement, all P-12 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.

Such compensation shall be calculated at the employee's regular straight-time hourly rate, excluding shift premiums, overtime, or other premium pay rates. Pay for these days is contingent upon the employee satisfying the eligibility requirements specified in Section A of this Article.

These observed days shall not be classified as official holidays under this Agreement. The Employer reserves the right to determine operational needs and schedule employees to work on these days as necessary.

The holidays will be established and signed no later than August 31st of each contract year through Letter of Agreement.

ARTICLE XXIX WAGE RATE SCHEDULE

The 2023-24, 2024-25, 2025-26, 2026-27 and 2027-28 Wage Rate Schedule B, effective September shall reflect a base wage increase for each year as follows:

For the years and 2023-24 and 2024-25 the salary will be 4% or tied to the foundation allowance, whichever is greater.

For 2025-26 the salary will be 1% plus the Foundation Allowance tie capped at 3%.

The Foundation Tie Decrease language below is reactivated for the 2026-27 and 2027-28 and salary will be determined by a wage reopener.

Any percentage decrease shall be equal to one-half of any percentage decrease below the 2020-21 foundation allowance.

For 2026-27 the salary will be:

- 2% increase from previous salary schedule

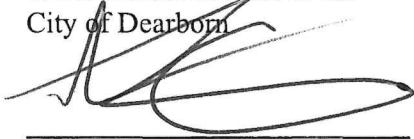
AND

- 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.

Any increase in the MPSERS pension rate above 25.91% shall result in a decrease in the salary schedule of one-third of the percentage increase. For example – if the MPSERS rate increases to 26.91% a one-third percent (1/3%) decrease would result in the salary schedule. The MPSERS rate used to determine the salary adjustment shall be based on the MIP Graded with retiree health normal costs.

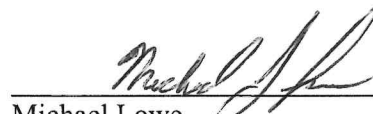
For the Board of Education
of the School District of the
City of Dearborn



Mike Esseily, Superintendent

9-16-26
Date

For the Dearborn Schools Operating
Engineers Association


Michael Lowe
President, DSOEA

9-16-26
Date