

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 (hereinafter referred to as the DFSE).

Effective September 1, 2026 all DFSE 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 DFSE 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 change three DFSE position into non-classified/non-instructional positions:

- Payroll Specialist
- Business Services Specialist
- Accounting Technician

Both parties agree to make changes to the following Articles 4 (B,C,E), 15 (B), 29, 32(B), and Schedule B.

ARTICLE 4 - SENIORITY

4B. General provisions:

- ~~1. Seniority shall be by classification, which classifications are set forth in Schedule A.~~
Employees will maintain two seniority dates: the date of hire into the bargaining unit (Unit Seniority) and the date of the most recent classification (Classification Seniority). The classification date reflects the most recent change in job classification. Classifications are listed in Schedule A.

2.

- a. Separate seniority lists will be kept for regular full-time employees and regular

part-time employees. Full-time employees shall be ranked higher than part-time employees for the purposes of bidding full-time jobs. Part-time employees shall be ranked higher than full-time employees for the purposes of bidding part-time jobs. Food Service and Paraprofessionals regardless of full or part-time status, will be listed on the regular part-time list.

- b. Temporary employees and substitute employees shall become entitled to the benefits under this contract when such temporary employees or substitute employees become regular employees or regular part-time employees as appointed by Board action. Further, the seniority date of said employees shall start from the date that said employees become full-time or regular part-time employees.
- c. When ranking non-instructional employees in seniority order, an employee who carries seniority on only one (1) list, the part-time or the full-time list, may not exercise such seniority against any employee on the other list. If two or more employees have the same classification seniority date, they shall be ranked by their unit seniority dates. If two or more employees remain tied, they shall be ranked by the last four digits of their respective social security numbers, the one with the higher number being given higher seniority rank (which will not be posted).

For example:

	<u>Classification Seniority Date</u>	<u>Unit Seniority Date</u>	<u>Social Security Number</u>
Employee 1	9-1-19	8-1-10	
Employee 2	9-1-19	8-2-10	
Employee 3	9-1-19	10-1-15	XXX-XX-9999
Employee 4	9-1-19	10-1-15	XXX-XX-9998

- ~~3. An employee promoted to a higher paying classification shall have the employee's seniority, wages, and fringe benefits commence one (1) day after the Board's meeting of appointment, unless the vacancy has yet to occur, and The employee's shall retain and accumulate in the classification which he/she previously held. An employee promoted to a higher classification shall have seniority, wages, and benefits start one day after the Board's appointment meeting, unless the vacancy has not yet occurred. The employee will retain and accrue seniority and benefits in their previous classification until then.~~

Every effort will be made, respectful of proper procedures, to expedite the selection and appointment process, and the name of the proposed appointee shall be forwarded to the Board at the earliest possible time.

4. Any employee who is demoted to a lower-paying classification within the same seniority list shall not accrue seniority status in the higher-paying classification. Instead, any seniority accrued in the higher classification shall be transferred to the lower classification, unless the demotion is the result of a displacement process and the demotion is no more than a period of two consecutive years.

However, the employee's seniority shall be terminated for any of the following reasons, unless the Employer and the Union, by agreement in writing, determine otherwise:

- a. The employee voluntarily quits or resigns.
 - b. The employee is discharged for cause and the discharge is not reversed through the grievance procedure.
 - c. The employee has been on layoff for a period of two consecutive years.
5. ~~If an employee moves from a full-time position to a part-time position, or vice versa, the employee does not lose the previously held seniority and will continue to accumulate seniority in the former status as service accrues in the new status.~~

~~For purpose of seniority on the other list, the employee will begin to accumulate seniority on the other list as of the date of such new employment.~~

~~An employee who carries seniority on only one (1) list may not exercise such seniority against any employee on the other list. An employee who carries seniority on more than one (1) list may exercise such seniority on any list against any other employee with seniority on the same list.~~

4C. Layoff and Recall

6. A Special Education Paraprofessional whose position is eliminated and who is subject to the vacancy placement process (Section 3) will be considered for vacancies in the following order within the Special Education Paraprofessional classification:
- a. Vacancies for which the employee is qualified and where their current benefit level is maintained.
 - b. Vacancies for which the employee is qualified at a different benefit level.

~~In order to ensure Special Education paraprofessional placements and reassignments may be adjusted as needed to best meet the needs of the Special Education students and buildings, the Special Education Director and Human Resources will confer with the DFSE President, Principal and paraprofessional prior to implementing reassignments outside of the contractual bid process.~~

~~A special education paraprofessional whose position is eliminated will be able to bump into one of the five least senior positions in the special education paraprofessional classification for which the employee is qualified and in which the employee's current benefit level is maintained.~~

~~Should this be impossible, the employee may bump one of the five least senior positions in that classification for which the employee is qualified at a different benefit level. If this is not possible, the employee may bump the least senior person in a lower classification on the same shift or, if there is no least senior employee on the same shift, the employee may bump the least senior employee on another shift.~~

7. An employee who accepts placement into a lower classification position (Section 3) shall, for a period of twenty-four (24) months from the date of placement, be granted a right of first consideration for any subsequent vacancy that occurs in their original classification, provided they remain qualified.

This right means the employee will be offered the position before any external candidates and before any internal candidates not exercising this same right. Acceptance of such an offer will return the employee to their original classification's pay structure.

~~It is mutually understood that, in respect to the application of this Article, the practice will be continued that when, within a major classification, there exist classifications of equal rank for both of which qualifications are closely similar or the same, bumping will be permitted as though they were one classification, respectful of total seniority in either or both classifications.~~

~~It is further understood that the individual, in order to bump into a specific position, must be qualified to perform the duties required for that specific position.~~

4E. Demotion from supervision or unclassified position:

5. Retired DFSE members returning to the same full or part time position they left may be placed at the lane and step closest to their annual base salary **including longevity** at the time of their retirement. **Seniority for retirees will be reset upon their rehire.**
Retirees that return are not eligible for health benefits.

ARTICLE 15 - HOLIDAYS

- 15A. Employees will be paid one 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. Except for employees on other than Monday-Friday schedules, the employee would otherwise have been scheduled to work on such 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, or vacation (not including personal business day or days). The Human Resources Department may inquire into any instance of absence on the day before or the day after a holiday and require an explanatory statement, but no medical documentation at employee expense will be required unless a pattern of such absence is evident from the employee's work record.
3. Notwithstanding the above, any employee who has worked his or her last scheduled day prior to the Labor Day holiday and the Tuesday after Labor Day shall be eligible for Labor Day pay. The Administration will not schedule an employee to begin work on Wednesday in order to avoid the Labor Day holiday pay.

There shall be fourteen (14) paid holidays through the end of this contract.

- 15B.** The Friday after Thanksgiving shall be a day compensated for at regular straight-time hourly rate, 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 DFSE 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.

Holidays will be established upon agreement of calendar for that school year.

ARTICLE 29 - WAGE RATE SCHEDULE

29A. The Wage Rate Schedule is set forth **electronically** in Schedule B **which is posted on the District's website and is considered part of the current bargaining agreement.**~~attached hereto and made a part thereof.~~ Employees hired on or after March 1, but before September 1, for Salary purposes only, will be treated as though their effective date of hire was September 1 of

that next school year.

29B. The District has the right to require that all wages be paid through direct deposit. Upon ratification of this agreement, direct deposit will be a requirement.

29C. Compensation: All Classifications:

- 2023-24: Salary increase is Foundation Allowance or 4%, whichever is greater.
- 2024-25: Salary increase is Foundation Allowance or 4%, whichever is greater.
- 2025-26: Salary increase is 1% + Foundation capped at 3%
- 2026-27: Wage Reopener & active Foundation Tie Decrease language
- 2027-28: Wage Reopener & active Foundation Tie Decrease language

- **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.**

Previous year's per pupil funding is used as the base. Base year resets annually. The 2023-24 will be off the 2022-23 foundation and the 2024-25 will be off the 2023-24 foundation. Percentage amounts will be rounded to the nearest hundredth.

ARTICLE 32 - RELEASED TIME

32B. In order to resolve issues in a timely and thorough manner the following employees shall receive release time with pay in connection with investigation, hearings, and adjustments of grievances:

1. The grievant and/or one Union representative in the building shall continue to receive any pay he/she/they would otherwise be entitled to for time spent to resolve grievances pursuant to Step 1 of the grievance procedure.
2. All hearings under the grievance procedure shall commence at **a time scheduled by the employer.** ~~4:00 p.m., unless the Employer decides to commence them earlier.~~ Any employee, including the President of the Union, who is involved in any of these hearings shall continue to receive any pay otherwise entitled to.
3. Employees participating in Step 5 arbitration hearings under the grievance procedure will suffer loss of wages for any time they are absent from their regular duties unless called as a witness by the District or the Union. The Union is limited to having up to

three (3) witnesses released with pay. Other witnesses will take time off to attend the arbitration.

SCHEDULE B

1. The Board of Education will pay, for salaries earned, the noncontributory portion of retirement for all DFSE members.

The salaries of union members covered by this agreement are set forth in Schedule B ~~of this Agreement~~ **which is posted on the District's website and is considered part of the current bargaining agreement.** Such salary schedule shall remain in effect during the term of this agreement.

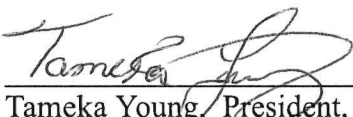
This agreement is effective through June 30, 2028.

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



Tameka Young, President, DFSE

10/07/2026
Date

10/6/2026
Date