

**BETWEEN DEARBORN BOARD OF EDUCATION  
AND  
DEARBORN FEDERATION OF TEACHERS**

**EMOTIONALLY IMPAIRED TEACHER RECRUITING**

The Dearborn Board of Education (hereinafter referred to as the Board), and the Dearborn Federation of Teachers (hereinafter referred to as the DFT), the above mentioned parties agree as the vast reduction in the supply of the Special Education Center-based Program teacher pool has greatly reduced the ability to recruit and retain quality teachers. In order to attract and retain experienced EI teachers, the District agrees to pay the following bonus for current DFT unit members teaching in an EI classroom and newly hired EI teachers that commit to teaching in an EI classroom for a minimum of five years. Teachers enrolled in the EI Tuition Reimbursement Program are also eligible to receive the EI bonus. Regardless of the number of years a current DFT unit member has taught in an EI classroom he/she will begin on "Year 1" of the bonus schedule below. The bonus will be paid in June of each year.

Bonus eligibility for all DFT members requires five years or more in an EI classroom. Regardless of the total number of years of service in an EI classroom in Dearborn Public Schools, 2019-20 school year or after is considered the first of five years required.

**Example A:**

*Teacher A has been teaching in an EI classroom since 2010-11.*

*Teacher A receives EI bonus of \$1,000 in 2017-18.*

*Teacher A ends employment with Dearborn Schools in 2018-19.*

*Teacher A must reimburse the District for the \$1,000 bonus.*

**Example B:**

*Teacher B was hired as an EI teacher was hired in 2017-18 and paid a 1K bonus.*

*Teacher B was paid \$1, 250 bonus for the 2018-19 school year.*

*Teacher B resigned at the end of the 2018-19 school year.*

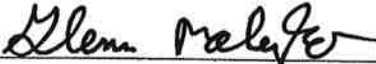
*Teacher B was required to repay the District \$2, 250 for the bonus incentive because he/she did not teach in an EI classroom for five years as required by this agreement.*

Year 1:	2019-20	\$1,000 bonus
Year 2:	2020-21	\$1, 250 bonus
Year 3:	2021-22	\$1, 500 bonus
Year 4:	2022-23	\$1, 750 bonus
Year 5:	2023-24	\$2, 000 bonus
Year 6:	2024-25	\$2, 250 bonus
Year 7:	2025-26	\$2, 500 bonus

This Letter of Agreement is effective for seven years (2019-20 through 2025-26). At the conclusion of the seventh year, the District and the DFT will collaboratively evaluate the effectiveness of the bonus incentive and the current state of EI teacher recruitment and retention. This collaboration will be used to determine if this agreement will be renewed.

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

For the Dearborn Federation of Teachers

  
\_\_\_\_\_  
Dr. Glenn Maleyko, Superintendent

  
\_\_\_\_\_  
Jane Mazza, DFT President

9-9-19  
\_\_\_\_\_  
Date

9-5-19  
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Date