

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

Compensation & Extra Pay Addition

The Dearborn Board of Education (hereinafter referred to as the Board) and the Dearborn Federation of Teachers (hereinafter referred to as the DFT) agree as follows:

In order to attract and retain experienced teachers, Human Resources requires increased flexibility to offer new hires competitive salary compensation especially those highly qualified in a continually decreasing and minimal applicant pool. The Superintendent may hire 15 new hires annually in hard-to-fill teacher positions in any salary schedule. Due to an ongoing teacher shortage and increasingly competitive salary / bonus recruiting methods by public school districts in the tri-county area and throughout the State of Michigan. Therefore, for the 15 new hires per year placement shall be made at the discretion of the Director of Human Resources based on full-time experience as a certified teacher in the State of Michigan or the equivalent from another state. The Director will verify the prior compensation of the candidate prior to determining a step for placement.

The Covid-19 pandemic has resulted in a vast increase in the usage of instructional technology. The adoption of the Schoology Learning Management System and Zoom virtual learning resources is accompanied with the need to provide additional teacher and teacher substitute training and support. Therefore, the District agrees to offer the DFT an additional extra pay opportunity as described in the job description below. The District reserves the right to eliminate this extra pay in June, 2023 depending on the District technology support needs at that time.

This agreement shall be implemented through the 2018-23 contract.

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

For the Dearborn Federation
of Teachers

Glenn Maleyko
Glenn Maleyko, Ph.D, Superintendent

Jane Mazza
Jane Mazza, DFT President

3-1-21
Date

2-27-21
Date

Teacher Technology Support & Substitute Teacher Trainer/Mentor

District Extra Pay Stipend: \$4, 185 (4.75%) - Two Positions Available

Goal/Purpose:

Provide training and support for permanent teachers and long-term and substitute teachers working for virtual substitute teaching assignments.

Job Description:

Develop and facilitate professional development about best practices for virtual instruction for instructional staff.

Provide intensive technology instruction to instructional staff to effectively integrate technology into teaching and learning.

Model and co-teach effective evidence-based instructional strategies and assessment techniques.

Provide training and resources for a variety of instructional technologies, including but not limited to:

- Schoology
- Zoom

Substitute teachers observe your virtual teaching as needed during training.

Substitute teachers may be grouped in a time-efficient manner.

Provide substitute teacher weekly mentoring as needed.

Promote Digital Citizenship.

*While services are likely to exceed these guidelines, a minimum of two training sessions per week is required.