

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

Compensation

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 follows:

Due to the increasingly limited educator candidate pool, especially those that are highly qualified to provide special education services, the District and DFT are in agreement that the following changes are effective July 1, 2021.

- 3% of 2020-21 base contract compensation in 2021-22 to be divided over 20 pay periods.
 - Pay periods 9/24/21 through 6/17/22
 - DFT members that are on step 5 during the 2020-21 school year are eligible for their step increase and this compensation.
 - DFT members that are on step 6 or above on July 1, 2021 are eligible for this compensation.
 - DFT members hired after July 1, 2021 are not eligible for this compensation.
 - Compensation - The District agrees this is retirement eligible pending ORS approval.
- 3% of 2020-21 base contract compensation in 2022-23 to be divided over 20 pay periods.
 - Pay periods 9/23/22 through 6/16/23
 - DFT members that are on step 5 during the 2020-21 school year are eligible for their step increase and this compensation.
 - DFT members that are on step 7 or above on July 1, 2022 are eligible for this compensation.
 - DFT members hired after July 1, 2021 are not eligible for this compensation.
 - Compensation - The District agrees this is retirement eligible pending ORS approval.
- Current contract language regarding the per pupil funding for 2021-22 and 2022-23 remains the same.
- Current contract language regarding salary schedule placements for hard-to-fill areas remains the same.
- Elimination of steps three, four, and five, which makes step six the new one.
 - Members that are on steps 3, 4, and 5 on July 1st will move to step six effective the first pay period of the 2021-22 school year.
- A stipend of \$250 or \$500 will be issued to all DFT members that did not receive \$500 from the Covid Grant provided by the Department of Treasury. Therefore, all DFT members will receive a total of \$500 from the Department of Treasury and/or the District. This stipend will not be retirement eligible and will be paid in the fall, 2021.
- DFT members will be granted two personal business days effective the signed date of this LOA (The District Administration and Board wanted to add this in good faith to provide flexibility and a recognition for the great work being done by our DFT staff).
 - Both personal business days must be used by June 30, 2023. Unused PB days will be transferred to your sick bank.
 - Part time employees working 0.5 FTE and below will be granted one PB day.
 - Article XIII.C - Paid Time and Unpaid Time Off - Personal Business remains active.
- Addition of two district professional development days per school year that may be used for additional instructional days if the Michigan Department of Education mandates an increase to the required number of instructional days.
 - A minimum of three DFT members will serve on the District PD committee

- **High School Athletic Positions**
 - Human Resources will ensure that all DFT members are aware of the athletic positions available at the high school level by posting to the membership annually no later than May 1st for a minimum of seven days. Unfilled positions will be noted as “vacant.”
 - Regardless if a position is filled or vacant, all DFT members are encouraged to express their interest to the athletic director, principal, and Director of Athletics. Oftentimes, position availability may change unexpectedly.
 - All reasonably qualified applicants (both internal and external) will be interviewed by the building athletic director, one building administrator, and one other administrator. Specific job descriptions for each vacant coaching position will be made available as part of the posting process.
 - Coaching positions will be offered to the most qualified individual from the pool of candidates interviewed. A DFT member who interviews for a coaching position and is not ultimately offered that position may request feedback from the building athletic director to discuss areas where improvement is needed. The Dearborn Public Schools recognize and appreciate the value of having DFT members as coaches in our buildings and will take that into consideration as a part of the hiring process for each vacant position.
- **Addition of special education language and caseload stipends as follows:**
 - Addition of “Ancillary staff (PT/PT, SSW, Psych, SPL) are entitled to a duty-free lunch commensurate with unit members in the building they are assigned to.”
 - All ancillary staff are entitled to preparation time commensurate with unit members in the building they are assigned to. Planning time is not assigned to ancillary staff, therefore, members will communicate their planning time and schedule with their administrator.

PT/OT

- Therapist/student contact time shall not exceed 25 clock hours per week
- When contact time exceeds 25 hour per week each the therapist will be entitled for a stipend of \$55/hour for each hour over 25

School Social Workers

- The district will maintain a student to social worker ratio of 1:1250
 - Currently the District ratio is 1:500
- Billing Medicaid for more than 35 students - \$100 per additional student per semester. This applies to the SSW’s home school caseload only.
- If covering another building, \$100 per week max may be earned.

Psychologists

- The district will maintain a student to psychologist ratio of 1:2700. Currently the District’s ratio is 1: 1355
- Each psychologist will be responsible for a maximum of 75 evaluations/reevaluations per year
- If more than 75 evaluations are conducted each psychologist will be entitled to \$150 per additional evaluation

Speech-Language Pathologists

- Caseloads will not exceed federal or state guidelines
- The district will make every effort to maintain caseloads of 55 students
- If the caseload of a speech and language pathologist exceeds 60 a stipend of \$100 for each student over that number will be paid per semester

Dr. Glenn Maleyko, Superintendent

Jane Mazza

Jane Mazza, DFT President

Date

6/4/21

Date