

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

2021-22 Compensation #2

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 and employee retention plan, the District and DFT are in agreement that the following changes are effective August, 2021.

- 1 - The step numbers on the salary schedule will be updated to reflect the current step 6 as the new step one. See below.
- 2 - All members hired in 2017 and prior to 2017 that are not on the top step will receive an additional step increase retroactive to the first pay date in August, 2021.
- 3 - In order to recuperate lost wages due to budget reductions, all members that are not currently on the top step, worked in 2008, that were not at the top step in 2008, and did not receive a step increase due to the no step increase (“frozen”) will get a third step increase in 2021-22. Three steps as follows:
 - Contractual step increase in August, 2021 applied.
 - Step increase as aligned with #2 bullet point above.
 - Step increase as aligned with the third bullet point of this LOA.
- 4 - In order to recuperate lost wages due to budget reductions, all members that are not currently on the top step, worked in 2009, that were not at the top step in 2009, and did not receive a step increase due to the no step increase (“frozen”) will get a second step increase in 2022-23. Two steps as follows:
 - Contractual step increase in August, 2022.
 - Step increase as aligned with the fourth bullet point of this LOA.
- “Pandemic Staff Retention” Bonus: All members will receive a \$1,500 stipend in February, 2022 and \$1,500 in October, 2022. This is employees that are employed in October, 2021 and that were employed during the 2021-22 school year.

ARTICLE XXVIII - LONGEVITY

Both parties agree to the following:

Current:	New:
	5 years of service - \$1,000
	10 years of service - \$1,500
15 years of service - \$1,000	15 years of service - \$2,000
19 years of service - \$2,500	19 years of service - \$3,500
24 years of service - \$3,000	24 years of service - \$5,000

- School Calendar- The School Board, District Administration and the DFT recognize the need for self-care for our employees who have gone above and beyond the call of duty to support our students during the pandemic. We are agreeing to this flexibility to support the social emotional well being of our DFT members. In addition, the district will work with the Union to implement training and additional support for our employees regarding social-emotional well being and self-care as a result of the pandemic and additional stress on our employees).

	<u>Current</u>	<u>New</u>
February 22, 2022	PD Full Day	Full Day Flexible planning for Social Emotional support- teachers are not required to report to their school. .
March 18, 2022	½ day students ½ day PD	½ day AM with students ½ day PM - Flexible planning for Social -Emotional support, teachers will work on their individual SEL strategies, teachers not required to be in the building for the afternoon.

- Grievances - Both parties agree the two grievances filed, dated October 12, 2021, October 15, 2021 and the pending grievance that has not been formally filed (that referenced staff salary information during the 20-21 school year as discussed on October 21, 2021 with the DFT President) are resolved and concluded.

- Salary Schedule Exemptions Effective the Date the LOA is signed:

2021-22

The District may use up to 10 new hires up to step 7.

The District may use up to 5 new hires anywhere on the salary schedule for hard-to-fill positions with prior consultation and agreement with the DFT.

2022-23

The District may use up to five new hires anywhere on the salary schedule for hard-to-fill positions with prior consultation and agreement with the DFT. June, 2021 Compensation LOA remains active. Experience is a requirement for exemption eligibility. Article XXXIII-P-12 Salary Schedule remains active.

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

Date

Date

OLD STEP	NEW STEP	BACHELORS DEGREE	MASTERS DEGREE	MASTERS DEGREE +30	MASTERS DEGREE +60	EdD/PhD DEGREE
6	1	\$51,896	\$55,368	\$55,857	\$57,316	\$58,822
7	2	\$54,489	\$58,136	\$58,652	\$59,896	\$61,762
8	3	\$57,214	\$60,896	\$61,583	\$62,592	\$64,850
9	4	\$59,503	\$63,637	\$64,353	\$65,408	\$67,768
10	5	\$61,882	\$66,501	\$67,248	\$68,352	\$70,818
11	6	\$64,357	\$69,526	\$70,276	\$71,427	\$74,005
12	7	\$66,933	\$72,272	\$73,087	\$74,285	\$76,966
13	8	\$69,275	\$74,983	\$76,010	\$77,254	\$80,043
14	9	\$71,700	\$77,794	\$79,051	\$80,345	\$83,246
15	10	\$74,389	\$80,713	\$82,214	\$83,560	\$86,574
16	11	\$77,541	\$83,739	\$85,502	\$86,901	\$90,037
17	12		\$87,797	\$89,947	\$91,100	\$94,652