

**LETTER OF AGREEMENT  
BETWEEN DEARBORN BOARD OF EDUCATION  
AND  
DEARBORN FEDERATION OF TEACHERS  
New Contract Clarifications**

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:

**ARTICLE VI - PROFESSIONAL RESPONSIBILITIES OF UNIT MEMBERS**

Both parties agree that the word “immediately” in Article VI, as shown below, was intended via bargaining to include 2-3 minutes to transition to the meeting space.

*On an Early Release calendar:*

*Building level meetings will begin **immediately** after the conclusion of the school day and will be reserved as follows:*

- *For no longer than 60 minutes per month and scheduled on the first and second week of each month on the Early Release day*

Both parties agree to renew the 2020-21 ZA/ZS LOA for the 2023-2024 school year, which reads as follows:

*In order to minimize classroom disruptions resulting from mid-year realignment of instructional staff and recognizing the current shortage of ZA/ZS endorsed, it is agreed that a non-ZA/ZS teacher will be allowed to be reassigned to cover the added classroom for the 2020-21 school year. This is a waiver of the Dearborn School Boards directive that a kindergarten teacher is endorsed as an early childhood teacher. Every effort will be made to realign and hire ZA/ZS certified instructional staff for the kindergarten positions the following year.*

**ARTICLE XXXII - COMPENSATION**

SE Ancillary staff that were not previously eligible, but as a result of the 2023 contract may now be considered eligible for the MA30 or MA60 Salary Schedule lane will be granted the higher lane.

Additionally, both parties agree that the phrase “all other professional staff members” in Article XXXII.H was intended via bargaining to refer only to special education ancillary staff.

*Likewise, **all other professional staff members** who have a Master's degree for a program in excess of 47 credit hours will be placed on the Master's + 30 or, if in excess of 77 credit hours, Master's + 60 lane.*

**ARTICLE XIII – PAID TIME AND UNPAID TIME OFF**

Both parties agree to the following change to Article XIII.A.7:

A. Sick Bank Accumulation

7. Unit members' sick bank will be forfeited upon ~~resignation~~ **separation** from the District and will not be reinstated upon subsequent rehire.

**ARTICLE XXXI - EXTRA-PAY SCHEDULE ACTIVITIES**

Both parties agree to the addition of an Adult Education extra pay assignment for the Evening Lead Teacher compensated at \$40 per hour.

**ARTICLE XVI - SCHOOL CALENDAR**

Both parties agree to the calendars collaboratively created for 2024-25 and 2025-26, which are modeled after the 2023-24 calendar. Parent teacher conferences held on Wednesdays in 2023-24 will be held on Thursdays on 2024-25 and 2025-26.

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

For the Dearborn Federation of Teachers



Dr. Glenn Maleyko, Superintendent



Kathi K. Martin, DFT President

11-10-23

Date

11/2/23

Date