830439
1000 ees
X 6/88

Tentative Agreement

between

The Dearborn Federation of Teachers, AFT Local 681

and

The Dearborn Board of Education

1988-1991

X 6/91

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: 3 Submitted by: _____

Previous Contract Language

ARTICLE I - RECOGNITION
Page 1, lines 38-48

B. 1. Fair Practices--The Union agrees to maintain its eligibility to represent all teachers by continuing to admit persons to membership without discrimination on the basis of race, creed, color, national origin, sex, handicap, or mairtal status, and to represent equally all employees without regard to membership or participation in, or association with, the activities of any employee organization.

2. Fair Practices--The Board agrees to continue its policy of not discriminating against any teacher on the basis of race, creed, color, national origin, marital status, sex, handicap or organization affiliation.

Proposed Language/Changes

ARTICLE I - RECOGNITION
Page 1, lines 38-48

B. 1. NEW LANGUAGE

The Board and the Union agree to comply with applicable Equal Employment Opportunity Laws.

Signed by _____ For D.F.T.

Date:

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ **Submitted by:** _____

Previous Contract Language

Article VII -PROFESSIONAL RESPONSIBILITIES OF TEACHERS
Page 8, line 34

Proposed Language/Changes

Article VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS
Page 8, line 34

NEW LANGUAGE

The School Day

The Board and the Union recognize that a teaching assignment involves classroom instruction time, planning and conference time, general supervision of students time, lunch time and travel time for those with an assignment in more than one building in one day.

The Board and the Union further recognize that teachers take their responsibility to students very seriously and, thus, arrive well before students arrive and leave well after students depart. Teachers fully satisfy their professional and contractual duty (under VII paragraph 1 above) to supervise "the arrival and departure of students," and use their time to meet with students and parents on a reasonable basis.

To further clarify and establish minimum guidelines to describe the school day, the Board and the Union agree that teachers will be available before the bell signfying the arrival of students into the building, and after classes end, for a minimum of forty (40) minutes, which may be scheduled with the building principal in any combination of periods which total forty (40) minutes and provide for no less than ten (10) minutes before or ten (10) minutes after the school day defined above.

Signed by _____ **For D.F.T.**

Date: _____

Signed by _____ **For Administration**

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ **Submitted by:** _____

Previous Contract Language	**Proposed Language/Changes**
Article VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS Page 8, line 34 (Cont'd)	Article VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS Page 8, line 34 (Cont'd) NEW LANGUAGE (Cont'd) When extenuating circumstances exist, i.e. coaching assignments, graduate class, the teacher may have the option of leaving immediately after students have been dismissed. However, their day would begin forty minutes before the arrival of students.

Signed by _____ **For D.F.T.**

Date: _____

Signed by _____ **For Administration**

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ **Submitted by:** _____

Previous Contract Language	**Proposed Language/Changes**
Article VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS Page 8	Article VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS Page 8 NEW LANGUAGE In recognition of the responsibility for professional growth, teachers shall participate in a minimum of six (6) hours of inservice activities annually scheduled outside of the regular teacher work day. Such activities shall be determined by the Department of Instructional Services in cooperation with the Professional Staff Development Policy Board. This requirement may be satisfied by participation in activities sponsored by the Department of Instructional Services, Professional Staff Development and/or the Intermediate School District and by involvement in other approved activities such as specific building level staff development activities. Teachers participating as "Interns" in the Consulting Teacher Program shall be exempt from the above requirement. Opportunities to participate in activities sponsored by the School District shall be posted for two weeks prior to the date of inservice.

Signed by _____ **For D.F.T.**

Date: _____

Signed by _____ **For Administration**

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language

ARTICLE VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS
Pages 8-9, lines 40-43

A. Elementary Teachers

2. In elementary grades where music, art and physical education are assigned, the teacher shall be relieved of duty while such classes are in session for the purpose of using this time as preparation and/or consultation time. However, the past practice shall be continued wherein the classroom teacher and the special area teacher plan together the activities and learning experiences of their students. However, it shall be the responsibility of the classroom teacher to supervise the students on their way to and from special classes.

Proposed Language/Changes

ARTICLE VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS
Pages 8-9, lines 40-43

NEW LANGUAGE

A. Elementary Teachers

2. It is the intent of the Board of Education to continue with the current practice of providing special area classes for elementary students.

At the later elementary level (grades 4-5-6), special area classes are currently provided as follows: two art periods of forty-five (45) minutes each per week, two music periods of thirty (30) minutes each per week, and two physical education periods of forty-five (45) minutes each per week.

At the early elementary level (grades 1-2-3), special area classes are currently provided as follows: one art period of forty-five (45) minutes per week, two music periods of thirty (30) minutes each per week, and one physical education period of thirty (30) minutes per week.

Kindergarten students are currently provided one art period, one music period and one physical education period of twenty-five (25) minutes each per week, whenever possible, utilizing special area teachers assigned to a given building according to previously established staffing ratios. In no case shall such time assigned to a kindergarten

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language

ARTICLE VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS
Pages 8-9, lines 40-43 (Cont'd)

3. The administrators responsible for the scheduling of special area time shall make every reasonable effort to attempt consistency of preparation time for the teachers involved and shall attempt the equitable distribution of special area teacher time throughout the week. The Union and the Board further agree that it is educationally desirable to provide some instructional time for kindergarten students in music, art and/or physical education whenever possible, utilizing the special area teachers assigned to a given building according to previously established staffing ratios. In no case shall such time assigned to kindergarten class exceed that provided for an early elementary class.

Proposed Language/Changes

ARTICLE VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS
Pages 8-9, lines 40-43 (Cont'd)

2. (Cont'd)

class exceed that provided for an early elementary class.

<u>In case of an economic contingency, the Administration will review the situation with the Union before a decision is made to alter current practice</u>.

In elementary grades where music, art and physical education are assigned, the teacher shall be relieved of duty while such classes are in session for the purpose of using this time as preparation and/or consultation time. However, the past practice shall be continued wherein the classroom teacher and the special area teacher plan together the activities and learning experiences of their students. However, it shall be the responsibility of the classroom teacher to supervise the students on their way to and from special classes.

3. The administrators responsible for the scheduling of special area time shall make every reasonable effort to attempt consistency of preparation time for the teachers involved and shall attempt the equitable distribution of special area teacher time throughout the week.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language

ARTICLE VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS
Page 9, lines 5-6

A. 4. Lower elementary teachers shall consider the time for morning dismissal (11:35 a.m.) until noon as preparation and/or consultation time.

A. 5. In order that uniformity can prevail with reference to the lunch period in the elementary school, all teachers shall adhere to the lunch schedule of upper elementary teachers.

Proposed Language/Changes

ARTICLE VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS
Page 9, lines 5-6

NEW LANGUAGE

A. 4. Time from morning dismissal until reconvening of afternoon sessions, less thirty (30) minutes duty-free lunch, will be considered planning time. Time needed beyond that provided at the noon hour to complete the 240 minutes planning time must be scheduled at the beginning or end of the day.

A. 5. All elementary teachers will have a minimum of thirty (30) minutes per day for a duty-free lunch period, except in emergency situations as defined in Article VII. C. 2. Teachers having kindergarten assignments in two buildings may be required to travel during lunch or preparation time because of class schedules.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ **Submitted by:** _____

Previous Contract Language	**Proposed Language/Changes**
ARTICLE VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS Page 9, line 48	ARTICLE VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS Page 9, line 48 B. 1. New Language In the case of Middle School, teachers shall be assigned by the building administrator the equivalent of five (5) class periods, a planning period and an interdisciplinary team planning period, duty-free lunch period, and (unless excluded under other provisions of this contract) homeroom or other related duties necessary for proper supervision of the building.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ **For Administration**

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language

ARTICLE VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS
Page 11, lines 4-11

7. A teacher currently employed in a subject assignment may continue in said assignment even though new requirements for that assignment have been established, provided such person remains in that assignment or unless prohibited by State and Federal law. Upon such teacher's transfer, declaration of surplus, leave, layoff, or other change in present assignment which causes movement to another building, the teacher shall be scheduled into subject areas for which the teacher is certified and qualified.

Proposed Language/Changes

ARTICLE VII - PROFESSIONAL RESPONSIBILITIES OF TEACHERS
Page 11, lines 4-12

7. A teacher currently employed in a subject assignment may continue in said assignment even though new requirements for that assignment have been established, provided such person remains in that assignment or unless prohibited by State and Federal law. Upon such teacher's transfer, declaration of surplus, leave, layoff, or other change in present assignment which causes movement to another building, the teacher shall be scheduled into subject areas for which the teacher is certified and qualified.

(New) The only exception would be for the closing of building Teachers who cannot be scheduled into their majors or minors would be assigned in areas they are presently teaching and will have three (3) years to meet the requirements of the position. Failure to meet these requirements will result in the teacher being surplused at the end of the three (3) year period.

Signed by _____ For D.F.T.

Date:

Signed by _____ For Administration

Date:

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ **Submitted by:** DEARBORN FEDERATION OF TEACHERS

Previous Contract Language	**Proposed Language/Changes**
ARTICLE XI - PROBATIONARY TEACHERS Page 23, lines 47-49 H. When circumstances arise, such as extended ill health that would require a tenure teacher to take a personal leave, the probationary teacher shall submit a letter of resignation.	ARTICLE XI - PROBATIONARY TEACHERS Page 23, lines 47-49 H. When circumstances arise, such as extended ill health that would require a tenure teacher to take a personal leave, <u>the Administration may require the probationary teacher to</u> submit a letter of resignation.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date:

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ **Submitted by:** _____

Previous Contract Language	Proposed Language/Changes
ARTICLE XII - SELECTION OF P-12 SUMMER SCHOOL TEACHERS Page 24, Lines 19-20	ARTICLE XII - SELECTION OF P-12 SUMMER SCHOOL TEACHERS Page 24, Lines 19-20
B. 3. Teachers who have not taught in the summer driver education program in the Dearborn School System within the past three (3) years.	B. 3. Delete 4. Becomes 3. 5. Becomes 4. 6. Becomes 5. 7. Becomes 6. 8. Becomes 7. 9. Becomes 8. 10. Becomes 9. 11. Becomes 10. 12. Becomes 11.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ **Submitted by:** _____ _____

Previous Contract Language	Proposed Language/Changes
ARTICLE XIV - SELECTION OF DRIVER EDUCATION TEACHERS Page 26, lines 47-49	ARTICLE XIV - SELECTION OF DRIVER EDUCATION TEACHERS Page 26, lines 47-49
C. 6. Teachers who have not taught in a summer school program in or funded through the Dearborn School System in the past two (2) years, excluding only the driver education program.	C. 6. Delete 7. Becomes 6. 8. Becomes 7. 9. Becomes 8. 10. Becomes 9.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date:

Date Submitted: Submitted by: DEARBORN BOARD OF EDUCATION

Previous Contract Language	Proposed Language/Change
ARTICLE XV - Leaves Page 34, lines 1 and 2 H.l.c. When a teacher must take temporary Military Leave (not to exceed fourteen (14) school days) during the school year, the Dearborn Board of Education shall compensate the teacher involved for the difference between the teaching pay for the period of service and the military pay for the weekdays of military service during the school year, and shall provide a substitute for the position.	ARTICLE XV - Leaves Page 34, lines 1 and 2 H.l.c. When a teacher must take temporary Military Leave which cannot be taken during the summer (not to exceed ten (10) school days) during the school year, the Dearborn Board of Education shall compensate the teacher involved for the difference between the teaching pay for the period of service and the military pay for the weekdays of military service during the school year, and shall provide a substitute for the position.

Signed by: _____ For D.F.T. Signed by: _____ For Administration

Date: _____ Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language	Proposed Language/Changes
ARTICLE XVI - ABSENCES OTHER THAN LEAVES Page 35, lines 8-28	ARTICLE XVI - ABSENCES OTHER THAN LEAVES Page 35, lines 8-28
A. Personal Illness	A. Personal Illness
1. All teachers shall earn one and one-half days per month for illness, emergencies, and funerals.	1. All teachers shall earn one and one-half days per month for illness, emergencies, and funerals, subject to the restrictions in paragraph 5.
2. All earned but unused sick leave days shall be allowed to accumulate to a total of one hundred eighty (180) days (for teachers whose first day of active employment as a contract teacher with the Dearborn Public Schools was prior to September 1, 1986); and one hundred thirty-five (135) days (for teachers whose first day of active employment as a contract teacher with the Dearborn Public Schools was on or after September 1, 1986). The annual yearly allowance shall be advanced in addition to the total accumulated days above.	2. All earned but unused sick leave days shall be allowed to accumulate to a total of one hundred eighty (180) days (for teachers whose first day of active employment as a contract teacher with the Dearborn Public Schools was prior to September 1, 1986); and one hundred thirty-five (135) days (for teachers whose first day of active employment as a contract teacher with the Dearborn Public Schools was on or after September 1, 1986).
3. SAME	3. SAME
4. Reaccumulation of days will not occur and annual yearly allowance will not be advanced until a teacher's personal sick day bank drops below the limits previously set forth in paragraph A.2.	4. Reaccumulation of days will not occur until a teacher's personal sick day bank drops below the limits previously set forth in paragraph A.2.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language

ARTICLE XVI - ABSENCES OTHER THAN LEAVES
Page 35

Proposed Language/Changes

ARTICLE XVI - ABSENCES OTHER THAN LEAVES
Page 35

A. Personal Illness

5. Beginning in the 1989-90 school year: Annual yearly allowance will be advanced as follows:

1. For teachers whose first day of active employment as a contract teacher with the Dearborn Public Schools was prior to September 1, 1986:

180 or less	15
181	14
182	13
183	12
184	11
185	10
186	9
187	8
188 or more	7

2. For teachers whose first day of active employment as a contract teacher with the Dearborn Public Schools was on or after

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language	Proposed Language/Changes
	ARTICLE XVI - ABSENCES OTHER THAN LEAVES Page 35 A. Personal Illness 5. 2. Continued September 1, 1986; and who, therefore, have a maximum accumulation of 135 days: 135 or less - 15 136 - 14 137 - 13 138 - 12 139 - 11 140 - 10 141 - 9 142 - 8 143 or more - 7 (Renumber remaining clauses)

Signed by _____ For D.F.T.

Date:

Signed by _____ For Administration

Date:

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ **Submitted by:** _____

Previous Contract Language

Article XVI - ABSENCES OTHER THAN LEAVES
Page 35, line 34-39
A.6

A teacher who has run out of sick leave and who is temporarily separated from work shall be considered to be on a temporary medical absence for a period not to exceed two (2) months during which time the district shall continue payment of hospitalization and life insurance benefits. A teacher who returns to work cannot exercise this option again during the same school year.

Proposed Language/Changes

Article XVI - ABSENCES OTHER THAN LEAVES
Page 35, line 34-39
A.7

A teacher who has run out of sick leave and who is temporarily separated from work shall be considered to be on a temporary medical absence for a period not to exceed two (2) months during which time the district shall continue payment of hospital/surgical/ medical benefits and life insurance benefits. A teacher who returns to work cannot exercise this option again during the same school year.

A.7 becomes 8

A.8 becomes 9

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ **Submitted by:** _____

Previous Contract Language	**Proposed Language/Changes**
ARTICLE XVI - ABSENCES OTHER THAN LEAVES Page 35 A. Personal Illness	ARTICLE XVI - ABSENCES OTHER THAN LEAVES Page 35 A. Personal Illness (NEW) 10. <u>If classes are cancelled in accordance with Article XVI.F., and a teacher had already requested to use a sick day, that day will not be counted against the teacher</u>.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ **Submitted by:** _____

Previous Contract Language

Page 40 Lines 1-23

ARTICLE XIX - SCHOOL CALENDAR

The calendar shall provide for one hundred eighty-two (182) days of pupil instruction and three (3) duty days for teachers. Days when pupil instruction is not provided wherein teacher attendance is not required (because of conditions not within the control of school authorities, such as heavy snowfall, severe storms, fires, epidemics, or health conditions as defined by city, county, township, or state health authorities) shall be treated in the following manner:

1st day - Will not be rescheduled.

2nd day - June duty day may be rescheduled as a day of student instruction.

3rd day - Friday preceding Memorial Day may be rescheduled as a day of student instruction.

4th and subsequent days - May be rescheduled at the end of the school year at the discretion of the Superintendent. Such rescheduling shall not affect, or otherwise require, an adjustment of salary, compensation, or other benefits provided within this collective bargaining agreement.

Proposed Language/Changes

Page 40 Lines 1-23

ARTICLE XIX - SCHOOL CALENDAR

The calendar shall provide for one hundred eighty-two (182) days of pupil instruction and three (3) duty days for teachers. Days when pupil instruction is not provided wherein teacher attendance is not required (because of conditions not within the control of school authorities, such as heavy snowfall, severe storms, fires, epidemics, or health conditions as defined by city, county, township, or state health authorities) shall be treated in the following manner:

1st day - Will not be rescheduled.

2nd day - June duty day may be rescheduled as a day of student instruction.

DELETE LINES 16 & 17

3rd and subsequent days - May be rescheduled at the end of the school year at the discretion of the Superintendent. Such rescheduling shall not affect, or otherwise require, an adjustment of salary, compensation, or other benefits provided within this collective bargaining agreement.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date:

ARTICLE XIX - SCHOOL CALENDAR

1988-89 Calendar

September 5, Monday:	Labor Day; schools closed.
September 6, Tuesday:	Teachers report. Preschool preparation (duty day).
September 7, Wednesday:	Schools open. All students one-half day.
September 8 & 9, Thursday & Friday:	One-half day for first grade only.
November 23, Wednesday:	Schools close end of day, Thanksgiving recess.
November 28, Monday:	Schools reopen.
December 21, Wednesday:	Schools close end of day, Christmas recess.
January 4, Wednesday:	Schools reopen.
January 27, Friday:	First semester ends. No students, all levels (duty day).
January 30, Monday:	Second semester begins. Elementary students all day. Junior and senior high students, one-half day.
February 3, Friday:	Schools close end of day, Midwinter recess.
February 7, Tuesday:	Schools reopen.
March 23, Thursday:	Schools close end of day, Spring recess.
April 3, Monday:	Schools reopen.
May 26, Friday:	Schools close end of day, Memorial Day recess.
May 30, Tuesday:	Schools reopen.
June 15, Thursday:	Commencement, senior high schools.
June 16, Friday:	No students, all levels (duty day).

1989-90 Calendar

September 4, Monday:	Labor day; schools closed.
September 5, Tuesday:	Teachers report. Preschool preparation (duty day).
September 6, Wednesday:	Schools open. All students one-half day.
September 7 & 8, Thursday & Friday:	One-half day for first grade only.
November 22, Wednesday:	Schools close end of day, Thanksgiving recess.
November 27, Monday:	Schools reopen.
December 20, Wednesday:	Schools close end of day, Christmas recess.
January 3, Wednesday:	Schools reopen.
January 26, Friday:	First semester ends. No students, all levels (duty day).
January 29, Monday:	Second semester begins. Elementary students , all day. Junior and senior high students, one-half day.
April 12, Thursday:	Schools close end of day, Spring recess.
April 23, Monday:	Schools reopen.
May 25, Friday:	Schools close end of day, Memorial Day recess.
May 29, Tuesday:	Schools reopen.
June 14, Thursday:	Commencement, senior high schools.
June 15, Friday:	No students, all levels (duty day).

1990-91 Calendar

September 3, Monday:	Labor day, schools closed.
September 4, Tuesday:	Teachers report. Preschool preparation (duty day).
September 5, Wednesday:	Schools open. All students one-half day.
September 6 & 7, Thursday & Friday:	One-half day for first grade only.
November 21, Wednesday:	Schools close end of day, Thanksgiving recess.
November 26, Monday:	Schools reopen.
December 19, Wednesday:	Schools close end of day, Christmas recess.
January 2, Wednesday:	Schools reopen.
January 25, Friday:	First semester ends. No students, all levels (duty day).
January 28, Monday:	Second semester begins. Elementary students, all day. Junior and senior high students, one-half day.
March 28, Thursday:	Schools close end of day, Spring recess.
April 8, Monday:	Schools reopen.
May 24, Friday:	Schools close end of day, Memorial Day recess.
May 28, Tuesday:	Schools reopen.
June 13, Thursday:	Commencement, senior high schools.
June 14, Friday:	No students, all levels (duty day).

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language

ARTICLE XXI - MISCELLANEOUS ARTICLES
Page 43, lines 32-34

I. Before eliminating programs, departmentalizing staff, issuing job specifications, or designating courses as "AVIP" offerings, the Administration will notify the Union prior to making a final determination.

Proposed Language/Changes

ARTICLE XXI - MISCELLANEOUS ARTICLES
Page 43, lines 32-34

I. Before eliminating programs, departmentalizing staff, issuing job specifications, designating courses as "AVIP" offerings or offering inter-active video course the Administration will review its plans with the Unio prior to making a final determination.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date:

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: __

Previous Contract Language	Proposed Language/Changes
ARTICLE XXII - ELEMENTARY PARENT-TEACHER CONFERENCES Page 44, lines 1-3 C. If there is an opportunity for evening conferences, released time for those teachers involved shall be granted the afternoon of the evening conferences.	ARTICLE XXII - ELEMENTARY PARENT-TEACHER CONFERENCES Page 44, lines 1-3 C. When evening conferences are held, one-half day released time for those teachers involved shall be granted the day of the evening conferences or the following day, but in no case shall this released time be granted on a Friday afternoon or immediately before or after a holiday or vacation period.

Signed by _____ For D.F.T.

Date:

Signed by _____ For Administration

Date:

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language	Proposed Language/Changes
Page 45 Lines 30-43	Page 45 Lines 30-43
ARTICLE XXVII - HEALTH BENEFITS	ARTICLE XXVII - HEALTH BENEFITS
A. The Board of Education shall provide coverage hospital-surgical-medical benefits. Coverages shall be the hospital expense benefits provided for semiprivate accommodations under the Comprehensive Hospital Care Certificate of Michigan Hospital Service with MVF No. 2 and Master Medical and the surgical-medical expense benefits provided under the Employment Group Benefits Certificate of Michigan Medical Service with Master Medical, including Option II, MVF No. 2, prescription coverage with the $2.00 deductible and NC Rider and MMC-BL2 Psychiatric Rider and the Substance Abuse Treatment Rider. It is the parties understanding that the Board of Education contribution to the Psychiatric Rider MMC-BL2 is limited to a $12,000 per year expenditure. (Note: The change to Option II Rider will take effect on January 1, 1987.)	A. The Board of Education shall provide coverage hospital-surgical-medical benefits. Coverages shall be the hospital expense benefits provided for semiprivate accommodations under the Comprehensive Hospital Care Certificate of Michigan Hospital Service with MVF No. 2 and Master Medical and the surgical-medical expense benefits provided under the Employment Group Benefits Certificate of Michigan Medical Service with Master Medical, including Option VI, MVF No. 2, prescription coverage with the $2.00 deductible and NC Rider and MMC-BL2 Psychiatric Rider and the Substance Abuse Treatment Rider. It is the parties understanding that the Board of Education contribution to the Psychiatric Rider MMC-BL2 is limited to a $12,000 per year expenditure. (Note: The change to Option VI Rider will take effect on July 1, 1989.)

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language

ARTICLE XXVII - HEALTH BENEFITS
Page 47 - line 1
(Formerly Letter of Agreement)

Proposed Language/Changes

ARTICLE XXVII - HEALTH BENEFITS
Page 47 - line 1

K. The Board of Education will provide, at no cost to the Dearborn Federation of Teachers, a long-term disability plan. Specifics of this plan will be as follows:

60% of normal monthly earnings (to be defined as position on salary schedule plus longevity).

Waiting period: 180 consecutive calendar days.

Maximum annual covered salary: $50,000 (based on 12 months).

Maximum monthly benefits: $2,500.

Coverage for nervous and mental disabilities--two years or institutionalized.

Full maternity coverage.

The amount received from the insurance company will be reduced by any primary remuneration received, or for which the employee is eligible during the benefit period from the Board, the Michigan Public Schools Employees Retirement System, the Federal Social Security Act (both primary and dependent), the Workers' Compensation Act, the Railroad Retirement Act, Veterans' benefits or other such pensions, or payment for sick days.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language	Proposed Language/Changes
ARTICLE XXVII - HEALTH BENEFITS Page 47 - line 1 (Formerly Letter of Agreement) (continued)	ARTICLE XXVII - HEALTH BENEFITS Page 47 - line 1 K. (continued) Monthly benefits will not be reduced by any statutory or cost-of-living increases in Social Security or MPSERS benefits. The D.F.T. will be consulted regarding any change of carrier, details and implementation of this plan. K. becomes L.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____ _____

Previous Contract Language

ARTICLE XXX - INSERVICE CLASSES
Page 47, lines 32-36

B. 1. The Board agrees to allocate $50,000 for the purpose of reimbursing teachers at the rate of $60.00 per quarter/term hour or $90.00 per semester hour, as the case may be, for the actual tuition expenses incurred by teachers for academic courses completed during the contract year.

Proposed Language/Changes

ARTICLE XXX - INSERVICE CLASSES/TUITION REIMBURSEMENT
Page 47, lines 32-36

B. 1. The Board agrees to allocate $50,000 for the 1988-89 and 1989-90 school years and $55,000 for the 1990-91 school year for the purpose of reimbursing teachers at the rate of $60.00 per quarter/term hour or $90.00 per semester hour, as the case may be, for the actual tuition expenses incurred by teachers for academic courses completed during the contract year.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language

ARTICLE XXXIII - LONGEVITY
Page 48
Teachers will be paid an additional $420 per year beginning with the 14th year of seniority service in the Dearborn Public Schools, and an additional $220 per year (for a total of $640) beginning with the 19th year of service, and an additional $320 (for a total of $960) beginning with the 24th year of service

Proposed Language/Changes

ARTICLE XXXIII - LONGEVITY
Page 48
Teachers will be paid longevity beginning with the 14th, 19th, and 24th year of service based on the following schedule:

	1988-89	1989-90	1990-91
14th year	$420	$ 550	$ 600
19th year	640	800	900
24th year	960	1150	1200

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language

ARTICLE XXXIV - EXTRA-INSTRUCTIONAL SERVICE PAY

Page 49 - lines 3-25

A. SAME

B. Driver Education

The Driver Education hourly rate will be $12.50 per hour.

C. SAME

D. Adult Education (non-credit courses)

The Adult Education hourly rate for non-credit courses will be $11.00

E. Workshops

Teachers selected as participants in workshop sessions, designated by the Division of Educational Services as paid workshops, will be paid at the rate of $11.00 per hour.

Proposed Language/Changes

ARTICLE XXXIV - EXTRA-INSTRUCTIONAL SERVICE PAY

Page 49 - lines 3-25

A. SAME

B. Driver Education

The Driver Education hourly rates will be as follows:

1988-89	$12.50 per hour
1989-90	$14.00 per hour
1990-91	$15.00 per hour

C. SAME

D. Adult Education (non-credit courses)

The Adult Education hourly rates for non-credit courses will be as follows:

1988-89	$11.00 per hour
1989-90	$13.50 per hour
1990-91	$13.50 per hour

E. Workshops

Teachers selected as participants and presenters in workshop sessions, designated by the Division of Educational Services as paid workshops, will be compensated for, at the following hourly rates:

Signed by _____ For D.F.T.

Date:

Signed by _____ For Administration

Date:

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language

ARTICLE XXXIV - EXTRA-INSTRUCTIONAL SERVICE PAY

Proposed Language/Changes

ARTICLE XXXIV - EXTRA-INSTRUCTIONAL SERVICE PAY

E. Workshops (continued)

	Presenter	Participant
1988-89	$11.00 per hour	$11.00 per hour
1989-90	$13.50 per hour	$12.00 per hour
1990-91	$13.50 per hour	$12.00 per hour

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language	Proposed Language/Changes
ARTICLE XXXV - RELEASED TIME SERVICES Page 50, lines 9-14 B. 5. On return to active full-time teaching, the president will be credited with the average accumulation per teacher of unused sick days per year (or a proportional amount per semester). Such days, and days already accumulated which will be maintained to the president's credit, will not be used by the president during the term of the released time for Union service.	ARTICLE XXXV - RELEASED TIME SERVICES Page 50, lines 9-14 B. 5. Each year, the president will be credited with nine (9) sick days. Such days, and days already accumulated which will be maintained to the president's credit, will not be used by the president during the term of the released time for Union service.

Signed by _____ For D.F.T.

Date:

Signed by _____ For Administration

Date:

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language

ARTICLE XXXVI - EXTRA-PAY SCHEDULE ACTIVITIES

Page 50, line 45

Proposed Language/Changes

ARTICLE XXXVI - EXTRA-PAY SCHEDULE ACTIVITIES

Page 50, line 45

NEW LANGUAGE:

As needs arise, new classifications for Extra-Pay Schedule Activities may be added during the term of the Agreement by the Board. The rates of compensation for these new classifications will be established by the Board after negotiating with the Union and added to the Extra-Pay Schedule.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language

ARTICLE XXXVIII - COMPENSATION
Page 52, lines 22-29

H. Teachers with a permanent vocational certificate in Trade and Industry, Business Education, or Occupational Homemaking, and who have earned a Master's degree, and all other professional staff members who have a two-year Master's degree will be placed on the MA + 30 lane or, if applicable, MA + 60 lane provided written application is made to the Personnel Department within thirty (30) days of the beginning of the semester following the completion of such requirements. It is expected that proper documentation will be furnished.

Proposed Language/Changes

ARTICLE XXXVII - COMPENSATION
Page 52, lines 22-29

H. Teachers with a permanent vocational certificate in Trade and Industry, Business Education, or Occupational Homemaking will be placed on the Master's lane or, if applicable Master's + 30 or Master's + 60 lane provided written application is made to the Personnel Department within thirty (30) days of the beginning of the semester following the completion of such requirements. It is expected that proper documentation will be furnished. Likewise, all other professional staff members who have a two-year Master's degree will be placed on the Master's + 30 or, if applicable, Master's + 60 lane.

Signed by _____ For D.F.T.

Date: _____

Signed by _____ For Administration

Date: _____

DEARBORN BOARD OF EDUCATION/DEARBORN FEDERATION OF TEACHERS NEGOTIATIONS

Date Submitted: _____ Submitted by: _____

Previous Contract Language	Proposed Language/Changes
ARTICLE XXXVIII - P-12 SALARY SCHEDULE Page 55	ARTICLE XXXVIII - P-12 SALARY SCHEDULE Page 55
B. Credit for Previous Experience	B. Credit for Previous Experience
1. Beginning with the 1987-88 school year, new teachers employed by the Board or recalled from laid off status will be given credit for full-time teaching experience up to five (5) years provided that the teacher had at least a Bachelor's degree and a Michigan provisional or permanent certificate, or the equivalent from another state. Additional credit for full-time teaching experience may be granted.	1. Beginning with the 1989-90 school year, new teachers employed by the Board or recalled from laid off status will be given credit for full-time public education experience up to five (5) years or up to two and one-half (2.5) years for private education experience provided that: a. During each of these years, the teacher had at least a Bachelor's degree and a Michigan provisional or permanent certificate or the equivalent from another state; and, b. The experience was within a ten (10) year period prior to the hire date, and provided that the provisional or permanent certificate did not expire during this period. Additional credit for full-time public education teaching experience may be granted.

Signed by _____ For D.F.T.

Date:

Signed by _____ For Administration

Date:

ARTICLE XXXVIII - P-12 SALARY SCHEDULE

A. The Board will pay the noncontributory portion of retirement for all teachers.

1988-89 Salary Schedule

Step	Bachelors Degree	Masters Degree	Masters Degree + 30	Masters Degree + 60	EdD or PhD Degree
1	$21,325				
1½	22,000				
2	22,675	$23,125	$24,490	$25,170	$25,485
2½	23,470	23,915	25,265	25,960	26,290
3	24,260	24,710	26,065	26,755	27,065
3½	25,275	25,720	27,080	27,770	28,100
4	26,290	26,735	28,100	28,785	29,105
4½	27,420	27,870	29,230	30,020	30,230
5	28,550	29,000	30,340	31,035	31,370
5½	29,790	30,235	31,585	32,265	32,610
6	31,030	31,475	32,820	33,510	33,845
6½	32,380	32,830	34,195	34,880	35,190
7	33,730	34,195	35,545	36,235	36,550
7½	35,335	35,795	37,150	37,845	38,165
8	36,945	37,400	38,765	39,445	39,775
8½	37,720	38,555	39,900	40,580	40,930
9	38,490	39,710	41,060	41,745	42,070
9½		40,955	42,295	42,985	43,325
10		42,195	43,540	44,230	44,570
10½		42,965	44,440	45,000	45,335
11		43,735	45,080	45,765	46,115
11½					46,885
12					47,650

The Master's + 30 lane shall be paid to teachers who have thirty (30) graduate semester hours in excess of those used in obtaining their Master's degree.

The Master's + 60 lane shall be paid to teachers who have sixty (60) graduate semester hours in excess of those used in obtaining their Master's degree.

ARTICLE XXXVIII - P-12 SALARY SCHEDULE

A. The Board will pay the noncontributory portion of retirement for all teachers.

1989-90 Salary Schedule

Step	Bachelors Degree	Masters Degree	Masters Degree + 30	Masters Degree + 60	EdD or PhD Degree
1	$22,605				
1½	23,320				
2	24,035	$24,515	$25,960	$26,680	$27,015
2½	24,880	25,350	26,780	27,520	27,865
3	25,715	26,195	27,630	28,360	28,690
3½	26,790	27,265	28,705	29,435	29,785
4	27,865	28,340	29,785	30,510	30,850
4½	29,065	29,540	30,985	31,820	32,045
5	30,265	30,740	32,160	32,895	33,250
5½	31,575	32,050	33,480	34,200	34,565
6	32,890	33,365	34,790	35,520	35,875
6½	34,325	34,800	36,245	36,975	37,300
7	35,755	36,250	37,680	38,410	38,745
7½	37,455	37,945	39,380	40,115	40,455
8	39,160	39,645	41,090	41,810	42,160
8½	39,985	40,870	42,295	43,015	43,385
9	40,800	42,095	43,525	44,250	44,595
9½		43,410	44,835	45,565	45,925
10		44,725	46,150	46,885	47,245
10½		45,545	47,105	47,700	48,055
11		46,360	47,785	48,510	48,880
11½					49,700
12					50,510

The Master's + 30 lane shall be paid to teachers who have thirty (30) graduate semester hours in excess of those used in obtaining their Master's degree.

The Master's + 60 lane shall be paid to teachers who have sixty (60) graduate semester hours in excess of those used in obtaining their Master's degree.

ARTICLE XXXVIII - P-12 SALARY SCHEDULE

A. The Board will pay the noncontributory portion of retirement for all teachers.

1990-91 Salary Schedule

Step	Bachelors Degree	Masters Degree	Masters Degree + 30	Masters Degree + 60	EdD or PhD Degree
1	$24,075				
1½	24,835				
2	25,595	$26,110	$27,645	$28,415	$28,770
2½	26,495	27,000	28,520	29,310	29,675
3	27,385	27,900	29,425	30,205	30,555
3½	28,530	29,035	30,570	31,350	31,720
4	29,675	30,180	31,720	32,495	32,855
4½	30,955	31,460	33,000	33,890	34,130
5	32,230	32,740	34,250	35,035	35,410
5½	33,625	34,135	35,655	36,425	36,810
6	35,030	35,535	37,050	37,830	38,205
6½	36,555	37,060	38,600	39,380	39,725
7	38,080	38,605	40,130	40,905	41,265
7½	39,890	40,410	41,940	42,720	43,085
8	41,705	42,220	43,760	44,530	44,900
8½	42,585	43,525	45,045	45,810	46,205
9	43,450	44,830	46,355	47,125	47,495
9½		46,230	47,750	48,525	48,910
10		47,630	49,150	49,935	50,315
10½		48,505	50,165	50,800	51,180
11		49,375	50,890	51,665	52,055
11½					52,930
12					53,795

The Master's + 30 lane shall be paid to teachers who have thirty (30) graduate semester hours in excess of those used in obtaining their Master's degree.

The Master's + 60 lane shall be paid to teachers who have sixty (60) graduate semester hours in excess of those used in obtaining their Master's degree.

LETTER OF UNDERSTANDING

Internship Program

The Board of Education and the Dearborn Federation of Teachers agreed to implement an Internship Program beginning in the Fall Semester of the 1986-87 school year. The details of the program are outlined in the book Teacher Performance Appraisal as revised in June, 1988.

1. The Review Board will consist of three (3) DFT appointees and three (3) Administrative appointees. The position of chairperson will be rotated each year with the President of the DFT (or his/her designee) serving one (1) year and the Superintendent's designee serving the next. Reappointment of Review Board members will be at the option of the respective parties. The Review Board will approve any changes in the program.

2. Consulting Teacher positions will be posted to the DFT membership. The selection of Consulting Teachers and their assignments will be the responsibility of the Review Board.

3. The Intern will be assisted and evaluated by a Consulting Teacher selected to work with approximately ten (10) Interns for the entire school year. The proportion of released time given to a Consulting Teacher may vary depending on the number of Interns hired in a specific area on the basis of one (1) Consulting Teacher per ten (10) Interns. Consulting Teachers will be paid an additional stipend of $2,000, equated to full time employment as a Consulting Teacher.

4. Consulting Teachers may be assigned to work in the Internship Program for a total of three (3) years. Consulting Teachers retain the right to return to the specific position previously held.

5. Full-time Consulting Teachers are to be excluded in determining the student-teacher ratio at all levels. Part-time Consulting Teachers are to be excluded to the extent that they serve as Consulting Teachers.

6. Teachers who are required to serve a two-year probationary period would qualify as Interns for the first year of this period.

7. The recommendation to the Review Board will be solely the responsibility of the Consulting Teacher. The Review Board could accept or reject the recommendation and, in any event, make a recommendation concerning future employment of the Intern to the Superintendent who would maintain the legal responsibility for recommendation to the School Board.

8. In the second year of probation, the building principal or other appropriate administrator will assume responsibility for evaluation of the Intern Teacher.

9. The program will exist for one(1) year (1988-89 school year) and may be cancelled in its entirety by either party. Continuation of the program will be by mutual agreement.

10. It is intended that this Letter of Understanding shall supersede Article XI of the DFT Contract so long as the Internship Program is in effect, insofar as it relates to teachers in the first year of their probationary period who are placed in the Internship Program.

For the Administration

For the DFT

Date

LETTER OF UNDERSTANDING

Magnet School Programs

In the event of the implementation of a Magnet School Program(s), and for the duration of that program, the Administration will select staff and determine assignments based upon specific educational need(s) and the merits of the applicants, not seniority.

Positions will be posted in each school for a minimum of five (5) working days prior to the selection of staff. Teachers in the bargaining unit will have the first opportunity to fill these teaching positions consistent with job descriptions established by the Administration. Of the applicants obtained through this posting procedure, the Administration may select the most qualified candidate regardless of seniority.

Such staffing will not be open to transfer procedures but will be subject to layoff language of the applicable labor agreement.

Decisions regarding the implementation of a Magnet School Program will be reviewed with the Union prior to implementation.

For the Administration

For the D.F.T.

Date

LETTER OF UNDERSTANDING

Health Care Benefits

The Board and the Union agree to form a Committee to study and make recommendation to: (1) reduce health care costs, (2) improve delivery of benefits, and (3) enhance benefits in a cost effective way. The Committee will make its written recommendations to the Union President and the Superintendent by June of 1989. The Committee will consist of six (6) people, including the DFT President and the Associate Superintendent for Administrative Services, Dr. Richard E. Pretzlaff, two (2) people appointed by the DFT President, and two (2) people appointed by Dr. Pretzlaff.

The parties further agree that there shall be no diminution of health benefits for the duration of this agreement, except that, beginning July 1, 1989, deductible limits under the Master Medical provisions cited in Article XXVII. A. of the Agreement will be increased to 150 individual/ 300 family (Option VI.).

For the Administration

For the D.F.T.

Date

LETTER OF UNDERSTANDING

This Letter of Understanding is between the Dearborn Board of Education (Board) and the Dearborn Federation of Teachers (Union) regarding the Adult Education Consortium Agreement between the Dearborn Board of Education and the Dearborn Heights #7 Board of Education.

The Union is herein assured that teachers within their bargaining unit will be given priority placement on all Consortium teaching positions within the Dearborn School District. Further, the night school supervision positions shall remain as presently assigned to DFT members.

The Union is further assured that members of the Union bargaining unit who teach under the Consortium Agreement in an assignment within the Dearborn School District will not be required to pay dues or fees to the Dearborn Heights Education Association or any other teacher group organized for the purpose of representing teachers within the Consortium.

The hourly rate for Dearborn teachers who are members of the Dearborn Federation of Teachers who teach credit courses within the Dearborn School District, under the Consortium arrangement, shall be $23.50 for the 1988-89 school year, $24.00 for the 1989-90 school year and $25.00 for the 1990-91 school year. All non-DFT teachers who teach within the Dearborn School District under the Consortium arrangement shall receive the hourly rate as established by the Dearborn Heights #7 Adult Education Program with the exception of those non-DFT staff members who teach within the Adult Day Credit Program.

This Letter of Understanding shall not be construed to change the contractual provisions of Article XXIV - "Extra Instructional Service Pay." It is intended that this Letter of Understanding shall supersede Article XXXIV for the duration of the Consortium arrangement between the Dearborn Board of Education and the Dearborn Heights #7 Board of Education.

It is understood that if the conditions of this Letter of Understanding are not fully complied with, the parties will not participate in the above-mentioned Consortium Arrangement.

The terms and conditions described above shall apply to the Adult Education Program presently sponsored by the Dearborn- Dearborn Heights #7 Consortium as well as any Adult Education Program in the future which may be sponsored by a consortia of which the Dearborn Public Schools is a part.

For the Administration

For the DFT

Date

LETTER OF UNDERSTANDING

The Board and the Union agree that starting October, 1988, meetings will be commenced in an effort to arrive at a cost effective Early Retirement Incentive (ERI) Program: the parties intend to announce details on or before December 1, 1988.

Bureau of Labor Statistics
Collective Bargaining Studies

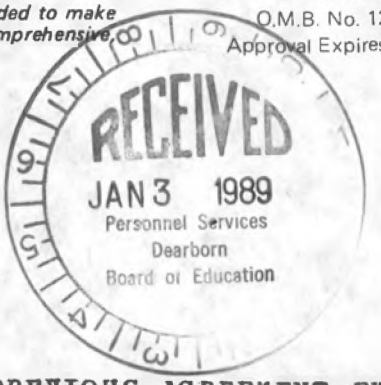
U.S. Department of Labor

830439

DECEMBER 21, 1988

This report is authorized by law 29 U.S.C. 2. Your voluntary cooperation is needed to make the results of this survey comprehensive, accurate, and timely.

Form Approved
O.M.B. No. 1220-0001
Approval Expires 7/31/87



JAN 27 1989

PERSONNEL DEPARTMENT
DEARBORN PUBLIC SCHOOLS
4824 LOIS AVENUE
DEARBORN , MI. 48126

PREVIOUS AGREEMENT EXPIRED
JUNE 29, 1988

Respondent:

We have in our file of collective bargaining agreements a copy of your agreement(s):

Dearborn Mich Bd of Educ Admin

WITH EDUCATION ASSOCIATION; NATIONA
MICHIGAN

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction on public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

Janet L. Norwood

JANET L. NORWOOD
Commissioner

PLEASE RETURN THIS LETTER WITH YOUR RESPONSE OR AGREEMENT(S).

If more than one agreement, use back of form for each document. (Please Print)

1. Approximate number of employees involved 840
2. Number and location of establishments covered by agreement See attach
3. Product, service, or type of business Education
4. If your agreement has been extended, indicate new expiration date 6-29-91

Edward D. Callaghan
Your Name and Position

Assistant Director of Personnel Services

Area Code/Telephone Number
(313) 582-6750

Address
4824 Lois Avenue

City/State/ZIP Code
Dearborn, Michigan 48126

BLS 2452 (Rev. August 1984)

Bureau of Labor Statistics
Collective Bargaining Studies

U.S. Department of Labor

This report is authorized by law 29 U.S.C. 2. Your voluntary cooperation is needed to make the results of this survey comprehensive, accurate, and timely.

Form Approved
O.M.B. No. 1220-0001
Approval Expires 1/31/90

830439

OCTOBER 24, 1988

NOV 9 1988 BP

PERSONNEL DEPARTMENT
DEARBORN PUBLIC SCHOOLS
4824 LOIS AVENUE
DEARBORN , MI. 48126

PREVIOUS AGREEMENT EXPIRED
JUNE 29, 1988

Respondent:

We have in our file of collective bargaining agreements a copy of your agreement(s):

Dearborn Mich Bd of Educ Admin WITH EDUCATION ASSOCIATION; NATIONA
MICHIGAN

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction or public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

Janet L. Norwood

JANET L. NORWOOD
Commissioner

PLEASE RETURN THIS LETTER WITH YOUR RESPONSE OR AGREEMENT(S).

If more than one agreement, use back of form for each document. (Please Print)

1. Approximate number of employees involved 840
2. Number and location of establishments covered by agreement 25
3. Product, service, or type of business Education (Public)
4. If your agreement has been extended, indicate new expiration date 6-30-91

Your Name and Position: Anthony F. Polidori, Director of Personnel Services

Area Code/Telephone Number: (313) 582-6752

Address: 4824 Lois Avenue

City/State/ZIP Code: Dearborn, Michigan 48126

BLS 2452 (Rev. August 1984)