

**LETTER OF UNDERSTANDING  
BETWEEN DEARBORN BOARD OF EDUCATION  
AND  
DEARBORN FEDERATION OF SCHOOL EMPLOYEES - CHILD CARE  
COMPENSATION**

The Dearborn Board of Education (hereinafter referred to as the Board), and the Dearborn Federation of School Employees (hereinafter referred to as the DFSE), whereas the above mentioned parties agree as follows:

- 3% of the 2020-21 base contract compensation in 2021-22 to be divided over remaining pay periods.
  - DFSE-Child Care members hired after January 1, 2022 are not eligible for this compensation.
  - This off-schedule compensation is applied retroactively to the beginning of the 2021-22 school year.
  
- 3% of the 2020-21 base contract compensation in 2022-23 to be divided throughout pay periods.
  - DFSE-Child Care members hired after October 1, 2022 are not eligible for this compensation.
  - This off-schedule compensation will be applied beginning with the 2022-23 school year.

**Article V.A.6.**

~~Transitory staff are staff of a specific classification not assigned to any specific sites, but that work at any of the sites as needed. Multi-site Managers are not considered transitory staff.~~

~~Transitory~~ All staff will be assigned a "home-site manager" to assure that they receive proper communications and to enable them to check-in. Transitory staff are regular employees entitled to all benefits of the contract.

~~There will be no more than one "transitory staff" per 10 employees. Each "transitory staff" will be assigned a set number of hours per week which are subject to change dependent upon the operational needs of the program.~~ All child care staff may be transitory as needed.

**Article IX.F.3**

~~Where practical, the Board shall provide lunch and snack for all employees present at those times, at no cost to those employees.~~

All child care employees will receive an additional off-schedule \$5.00 per hour, compensation increase for 21-22 and 22-23. This compensation increase is effective February 14, 2022 and is not applied retroactively. At the end of the 2022-23 school year when the \$5.00 per hour compensation ends, the pay rates will revert to the 2023-24 pay scale listed below.

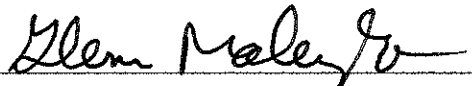
CLASSIFICATION	STEP 1	STEP 2	STEP 3
Childcare Manager	\$20.97	\$21.73	\$22.51
Lead Childcare Provider	\$16.48	\$17.24	\$18.01
Childcare Provider*	\$15.00	\$15.29	\$15.69

The 2023-24 pay scale is as follows:


CLASSIFICATION	STEP 1	STEP 2	STEP 3
Childcare Manager	\$15.97	\$16.73	\$17.51

Lead Childcare Provider	\$11.48	\$12.24	\$13.01
Childcare Provider*	\$10.00	\$10.29	\$10.69

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



Dr. Glenn Maleyko, Superintendent

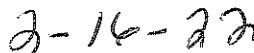


Date

For the Dearborn Federation of School Employees



Al Lerini, DFSE President



Date