

**LETTER OF AGREEMENT
BETWEEN DEARBORN BOARD OF EDUCATION
AND
DEARBORN FEDERATION OF SCHOOL EMPLOYEES**

MINIMUM WAGE

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

The State of Michigan has established a minimum wage through the Workforce Opportunity Wage Act 138 of 2014. In accordance with that act and Article 30 of the collective bargaining agreement (conformity to law clause) the Board shall pay employees at least the minimum wage established by law. Any employee in a position and step whose negotiated wage is less than the minimum wage shall receive the minimum wage of \$8.90 effective January 1, 2017 and \$9.25 effective January 1, 2018.

Furthermore, the Board and DFSE agree that steps granted to all eligible employees on September 1, 2017, shall be to the next higher step above their current negotiated wage or the next higher step above their adjusted wage of \$8.90.

This agreement is for all DFSE and DFSE-Noon Hour Supervisor unit members.

DFSE Noon Hour Supervisor negotiated wages for the 2016-17 and 2017-18 school year shall increase at a percentage equal to the DFSE unit member increases.

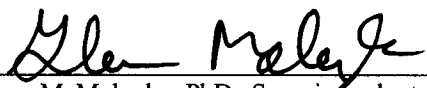
The negotiated wages for 2017 are attached to this agreement as Attachment A. The negotiated wage adjusted for the 2017 minimum wage is attached to this agreement as Attachment B. In both attachments the positions and steps impacted by the minimum wage is bolded and shaded.

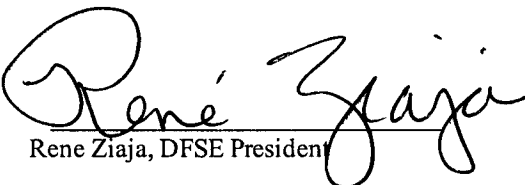
All negotiated wages and steps not impacted by the minimum wage shall remain as negotiated. Any increase in negotiated wages for the 2017-18 school year shall be made in accordance with the 2016-18 collective bargaining agreement.

This agreement shall remain in force for the remainder of the 2016-18 collective bargaining agreement expiring on August 31, 2018.

For the Board of Education
of the school District of the
City of Dearborn

For the Dearborn Federation
of School Employees


Glenn M. Maleyko, PhD., Superintendent


Rene Ziaja, DFSE President

05-24-17
Date

May 17, 2017
Date

ATTACHMENT A

SALARY SCHEDULE 2016-17 with 1.0% Increase as negotiated and no minimum wage Adjustment

1.00%

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
Custodial A	9.11	9.33	9.66	9.89	10.31	10.74	11.15	11.57	12.00	12.42	12.84
Custodial B	9.47	9.72	9.95	10.30	10.73	11.15	11.58	12.02	12.45	12.87	13.30
Custodial C	11.87	12.18	12.67	13.32	13.88	14.45	15.01	15.58	16.14	16.71	17.28
Building Operations Specialist	13.22	14.09	14.99	15.79	16.37	16.94	17.52	18.10	18.68	19.25	19.83
Bus Driver	-	-	-	-	-	15.57	16.14	16.71	17.30	17.87	18.44
Cashier											
Clerical											
Reception/Clerk	8.30	8.62	9.00	9.84	10.33	10.82	11.31	11.79	12.27	12.76	13.25
Secretary II	11.04	11.60	12.24	12.98	13.67	14.36	15.05	15.75	16.44	17.13	17.82
Secretary III	11.74	12.29	13.01	13.67	14.38	15.08	15.80	16.51	17.21	17.93	18.63
Remote Job Entry	11.74	12.29	13.01	13.67	14.38	15.08	15.80	16.51	17.21	17.93	18.63
Secretary IV	12.66	13.19	13.87	14.51	15.26	15.99	16.73	17.48	18.22	18.97	19.71
Secretary V	13.49	14.03	14.79	15.50	16.26	17.01	17.76	18.52	19.27	20.02	20.78
Food Service											
Food Service Assistant	9.14	9.36	9.68	10.30	10.68	11.07	11.46	11.85	12.23	12.63	13.02
Baker	9.47	9.83	10.23	10.63	11.05	11.47	11.88	12.29	12.71	13.13	13.54
Cook	9.47	9.83	10.23	10.63	11.05	11.47	11.88	12.29	12.71	13.13	13.54
Satellite Food Service Leader	9.71	9.98	10.33	10.85	11.26	11.66	12.07	12.48	12.88	13.30	13.71
Food Service Leader II	10.57	10.97	11.72	12.29	12.77	13.25	13.72	14.20	14.67	15.15	15.61
Food Service Leader I	10.99	11.38	12.14	12.72	13.21	13.70	14.19	14.68	15.17	15.66	16.14
Grounds	12.98	13.55	14.06	14.42	15.00	15.57	16.14	16.71	17.30	17.87	18.44
Offset Printer	14.87	16.02	16.87	17.78	18.42	19.05	19.68	20.31	20.93	21.56	22.19
Paraprofessional											
Bus Attendant	9.14	9.36	9.68	9.93	10.37	10.81	11.24	11.69	12.13	12.57	13.02
Paraprofessional/Orthopedic	10.75	11.24	11.91	12.51	12.88	13.25	13.63	14.01	14.37	14.75	15.13

Paraprofessional/Instructional	10.75	11.24	11.91	12.51	12.88	13.25	13.63	14.01	14.37	14.75	15.13
Mail Courier	11.67	12.19	12.65	12.98	13.50	14.02	14.52	15.04	15.55	16.07	16.59
<u>Skilled Trades</u>											
Apprentice	15.16	16.59	17.51	18.73	19.04	19.34	19.65	19.94	20.25	20.55	20.86
Skilled B	-	-	-	-	-	21.05	21.54	22.03	22.51	23.00	23.49
Skilled C	-	-	-	-	-	21.42	21.91	22.40	22.89	23.38	23.87
<u>Technical</u>											
Buyer Technician	13.22	14.09	14.99	15.79	16.37	16.94	17.52	18.10	18.68	19.25	19.83
Instructional Technician	12.28	13.44	14.10	14.84	15.46	16.07	16.69	17.31	17.93	18.55	19.16
Interpreter Technician	-	-	-	-	-	21.42	21.91	22.40	22.89	23.38	23.87
Graphics Technician	12.96	14.03	14.79	15.51	16.10	16.68	17.27	17.87	18.45	19.04	19.63
Accounting Technician	12.96	15.19	15.83	16.64	17.43	18.22	19.02	19.81	20.61	21.40	22.19
Media Technician	14.87	16.02	16.87	17.78	18.42	19.05	19.68	20.31	20.93	21.56	22.19
Computer Technician	14.87	16.02	16.87	17.78	18.42	19.05	19.68	20.31	20.93	21.56	22.19
Graphics Specialist	14.87	16.64	17.51	18.40	19.04	19.69	20.33	20.97	21.62	22.27	22.91
Accounting Technician Specialist	16.13	17.26	18.14	19.15	19.77	20.39	21.01	21.63	22.25	22.87	23.49
Media Technician Specialist	16.13	17.26	18.14	19.15	19.77	20.39	21.01	21.63	22.25	22.87	23.49
Computer Technician Specialist	-	-	18.14	19.15	19.77	20.39	21.01	21.63	22.25	22.87	23.49
Records Technician Specialist	16.13	17.26	18.14	19.15	19.77	20.39	21.01	21.63	22.25	22.87	23.49
Computer Technician Specialist Admin. Data Asst.	16.32	17.60	18.59	20.44	20.93	21.42	21.91	22.40	22.89	23.38	23.87
Media Services Adm. Assistant	16.32	17.60	18.59	20.44	20.93	21.42	21.91	22.40	22.89	23.38	23.87
Financial Aid Technician	14.87	15.19	15.83	16.64	17.43	18.22	19.02	19.81	20.61	21.40	22.19
Benefits Technician	14.87	15.19	15.83	16.64	17.43	18.22	19.02	19.81	20.61	21.40	22.19
Payroll & Benefits Specialist	16.13	17.26	18.14	19.15	19.77	20.39	21.01	21.63	22.25	22.87	23.49
Special Education Technician Specialist	16.13	17.26	18.14	19.15	19.77	20.39	21.01	21.63	22.25	22.87	23.49
Human Resources/Business Services Specialist	16.13	17.26	18.14	19.15	19.77	20.39	21.01	21.63	22.25	22.87	23.49
Compensatory Ed. Grant Specialist	16.13	17.26	18.14	19.15	19.77	20.39	21.01	21.63	22.25	22.87	23.49
Revised 11/14/16											
Noon Hour Supervisor	8.59	8.88	9.24	9.61	10.20	10.51	10.72	10.88	10.88	10.88	10.88

1-1-2017

Minimum Wage Schedule

8.90