

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

**Special Education Center Program In-Person Parapro Stipend Pay**  
**2020-2021**

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

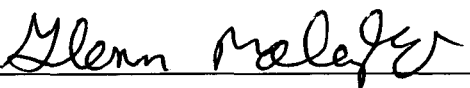
Due to the Covid-19 Pandemic, the 2020-21 school year will include virtual instruction to all students for a to-be-determined period of the school year. During the time period when virtual instruction is mandated and students in the special education center-based programs continue to attend Learning Labs, the following agreement effective September 21, 2020 is active:

In order to provide Special Education ACT 18 classroom eligible students with adequate social, emotional, and academic needs, special education paraprofessionals are needed to physically report to the school building five days a week. Paraprofessionals that report to provide instructional services in Learning Labs **five days** a week are eligible to earn an additional \$1.00 per hour for their entire profile, per work week for providing a minimum of three to five hours of face-to-face services per day on each of the five days. Depending on need and class size, one section may be 2.5 hours in the morning and the second section may be 2.5 hours in the afternoon. It is essential to note that this additional pay is temporary and not a component of the 2018-2023 DFSE contractual salary schedule. A five day commitment is required to be eligible for the additional stipend. Good attendance is an important feature of this agreement. However, it is understood that paras may occasionally need to use their paid sick time for absences which prevent them from reporting to work. Excessive absences by an employee may result in that employee's ineligibility for the stipend. A collaborative approach will be used in determining if an employee's absences are excessive.


\*The amount of time DFSE unit members are required to physically report to the school building during mandated virtual instruction is not a component of this Letter of Agreement.

This agreement is to be applied by the District at the discretion of the administration throughout the 2020-21 school year and contingent upon the availability of Special Education funding. This agreement shall not constitute a binding "past practice" in future situations and the District has the right to cease application of this agreement without further negotiation. However, collaboration by both parties will always be honored and applied.

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

  
Dr. Glenn Maleyko, Superintendent

For the Dearborn Federation of School Employees

  
Al Lerini, DFSE President

Date

10-15-20

Date

10-13-20