

**AGREEMENT BETWEEN
THE DEARBORN BOARD
OF EDUCATION AND THE
DEARBORN FEDERATION OF
TEACHERS, LOCAL 681, A.F.T.
ADULT EDUCATION CHAPTER**



2013 - 2018

Dearborn

**AGREEMENT BETWEEN THE DEARBORN BOARD OF EDUCATION
AND THE DEARBORN FEDERATION OF TEACHERS, LOCAL 681, A.F.T.,
ADULT EDUCATION TEACHERS
2013-2018**

ARTICLE I - PREAMBLE

An Agreement made effective upon ratification by the Board of Education of the School District of the City of Dearborn hereinafter called "the Board" and the Dearborn Federation of Teachers, Local 681, Adult Education Chapter, affiliated with the Michigan Federation of Teachers and the American Federation of Teachers, AFL-CIO, hereinafter called the "the Union."

ARTICLE 2 - RECOGNITION

a. Recognition

The Board recognizes the Union as the sole and exclusive bargaining representative with respect to rates of pay, hours and other terms and conditions of employment for the entire term of the Agreement.

b. The District shall provide a 2 semester calendar that includes beginning and

ending days for each semester. The calendar shall be available by the end of September of the current school year or when the district calendar is determined, whichever is earlier.

c. Definition of Bargaining Unit

All full-time and regular part-time professional personnel as follows: All adult education teachers and counselors and resource teachers and all share-time teachers, excluding supervisors and all other employees.

ARTICLE 3 - BOARD OF EDUCATION RIGHTS

- a. The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the constitution of the State of Michigan, and of the United States.
- b. The exercise of these powers, rights, authority, duties and responsibilities by the Board and the adoption of such rules, regulations and policies as it may deem necessary shall be limited only by the specific and express terms of this Agreement.

- c. Such rights shall include by way of illustration and not by way of limitation the District's right to: the Executive and Administrative management of the school system, its employees, its properties and its facilities; the hiring of all teachers and to determine the qualifications and conditions of their continued employment, including the right to evaluate, demote, dismiss, transfer, or layoff teachers, limited only by the laws of the State of Michigan and the specific provisions of this Agreement; establish grade levels, marking systems, hours, courses in instruction, and special programs of a curricular and extracurricular nature, all as deemed necessary or advisable by the School District; implement means and methods of instruction; determine class schedules, teacher duties, assignments and professional responsibilities; adopt, revise and enforce personnel policies and operational procedures so long as such policies and procedures do not conflict with the specific provisions of this Agreement. All matters contained in this Agreement and/or exercise of any such rights of the School District are not subject to further negotiations between the parties during the term of this Agreement.

ARTICLE 4 - EMPLOYEE RIGHTS

- a. Probationary Teachers

Teachers who are probationary teachers under the Teacher Tenure Act may be discharged as provided in that Act. Teachers who are not eligible for probationary status or continuing tenure under the Teacher Tenure Act will serve four years probation during which they may be discharged at-will.

- b. Right to Representation

An employee shall at all times be entitled to Union Representation.

- c. Personnel File

Each employee shall have the right upon request to review the contents of his/her own personnel files as set forth in the Bullard-Plawecki Right to Know Act.

A representative of the Federation may, at the teacher's request, accompany the teacher in this review.

ARTICLE 5 - PROFESSIONAL SUPPORT

- a. The District will attempt to provide each teacher with lockable space for supplies within the teacher's school or work location.
- b. Before the end of each fiscal year, member[s] of Adult Education administration will meet with a committee of unit members to discuss supplies for the next year.

ARTICLE 6 - UNION SECURITY

The Employer and the Union agree that the Union's duties to persons employed in the bargaining unit require that each unit member share the costs associated with the negotiation of and administration of this collective bargaining agreement. Therefore, each person employed in the bargaining unit shall either become a member of the Union and pay dues required of members or agree to pay a service fee in an amount determined by the Union. A service fee will be deducted from the paychecks of persons who fail or refuse to do either. This section describes the process used to accomplish these goals. This agreement is made to reflect the parties' mutual goals of labor peace and bargaining unit continuity which both parties acknowledge to be valuable to each of them.

1. Promptly after approval of their hiring, the Union will be notified of the name(s) of each person newly employed by the Employer who will be assigned to a position in this bargaining unit. The Union will present the notice attached as exhibit one to such person. The employee will have fourteen (14) calendar days to decide whether to become a Union member or pay a service fee.
2. The service fee will be deducted from the compensation of any person who fails or refuses to either become a Union member or approve deduction of a service fee or pay a service fee ("the Non-Payer"). The employer will deduct dues or service fees from paychecks of persons who have agreed to such deductions or who have not responded to a request for election as described here. The form for deduction will be either the Voluntary Authorization for Deduction of Dues or the Payroll Withholding Authorization.
3. The Union will certify the membership dues or service fee and submit same to the Payroll department.
4. Payroll deductions shall be made on a bi-weekly basis.
5. All sums deducted by the Employer shall be remitted to the financial officer of the Union within ten (10) days of each bi-weekly deduction in the months in which the deductions were made, together with a list of names and the amount deducted for each employee for whom a deduction was made.
6. Changes in the amount of the monthly Union dues or service fee also must be delivered to the Employer at least fifteen (15) calendar days prior to the last payday of the calendar month on which the change is to become effective.
7. A Bargaining Unit member may revoke the Voluntary Authorization for Deduction of Dues or the Payroll Withholding Authorization for deduction of Union dues or service fee from 8/1 through 8/21 by written notification to the Employer on a form provided by the Employer, provided notice of such revocation is given to the Union. Payroll deductions shall terminate when a revocation has been delivered to the Employer from 8/1 through 8/21, inclusive or else deductions will continue. If the Bargaining Unit member exercises his/her right to terminate payroll

deductions, he/she will then be responsible for paying either dues or service fees directly to the Union in such a manner, and on such a schedule, as the Union may approve.

- a. The parties acknowledge that involuntary deduction of the service fee is a sanction that is less harmful to education continuity than discharge.
- b. Notwithstanding the same, in the event that Section 2 above is found to be unenforceable by a court or agency of competent jurisdiction from which appeals have exhausted (or the time to appeal has expired), then the parties shall utilize the process which follows:
 1. The Union notifies the employee by letter, explaining that he or she is delinquent in not tendering either Union dues or service fees, and specifying the current amount of such delinquency, and warning him or her that unless such dues or service fees or a properly executed Payroll Withholding Authorization are tendered within thirty (30) calendar days of such notice, he or she will be reported to the Board for termination. The effective date for termination of employment of any employee who fails to comply with this agreement shall be the end of the school year in which the employee's failure to comply occurs.
 - 2.. The Union will furnish the Board with a copy of the letter sent to the employee and notice that he or she has not complied with the Union's request. When requesting the Board to terminate the employee, the Union shall further specify the following by written notice:
 - I . “The Union certifies that (Name) has failed to tender either the required Union dues or service fees required as a condition of continued employment under this collective bargaining agreement and demands that, under the terms of this agreement, the Board shall terminate this employee.”
- n1. The Board agrees that, within five (5) days of the receipt of the notice provided in the last preceding paragraph, it shall notify the employee that his or her services shall be terminated at the end of the current school year, and the Board further agrees that, at the next meeting of the Board after receipt of the said notice, the Board shall, at its option, either adopt a resolution terminating the employment of the employee effective at the end of the current school year, or adopt a resolution initiating Tenure Act proceedings directed toward termination of the employment of the employee effective at the end of the current school year. The Board further agrees that after it has received the said notice it will not accept a Payroll Withholding Authorization from such employee without the consent of the Union.
- 1v. Notwithstanding the foregoing, the individual employee(s) may be reemployed in the event that, at the time of hire, they either join the

Union or pay or arrange for payment of a service fee.

8. The Union will determine the amount of the service fee in accordance with prevailing law. Presently, the law permits the Union to allocate its expenses as chargeable or non-chargeable based on their relationship to negotiation and enforcement of the collective bargaining agreement. The Union, alone, will determine the amount of the service fee to be deducted. The Employer may request, and receive, information explaining which fees or expenses the Union has determined to be chargeable to service fee payers.
9. This agreement may be enforced via the grievance procedure or, at the Union's sole option, through an action in the Circuit Court without prior exhaustion of the grievance procedure.
10. Fees shall not be deducted during the pendency of any Objection that any Non- Payer may have properly initiated under the Union's Process for Resolution of Objections; it may be invoked fourteen (14) days after the conclusion or termination of the process for resolution of an Objection.
11. The Union will provide the Employer a copy of its Process for Resolution of Objections, and any changes to the Process.
12. The Union shall defend, (including the negotiation of any voluntary settlement), indemnify and hold harmless the Dearborn Board of Education, its members and its employees from claims made with regard to this agreement provided that the Union shall be promptly notified of any such claim and shall be entitled to provide counsel of its choice, at the Union's expense and provided further that the Dearborn Board of Education shall cooperate in the defense or resolution of the claim.
13. The Employer and the Union will bargain with regard to the wage scale in this agreement in the event that the Dearborn Public Schools are sanctioned for approving a union security agreement prior to March 26, 2013. This right shall arise only if the District has suffered a significant economic loss as the result of economic retaliation by the legislature and governor against employers which approve union security contracts after December 27, 2012 and prior to the effective date of 2012 PA 349.
14. The Employer agrees that it will not, during the life of this agreement, deduct dues or service fees from unit members for any organization other than the Union.

ARTICLE 7 - GRIEVANCE PROCEDURE

- a. A grievance is a complaint by an employee in the bargaining unit and/or the Union concerning a violation of this Contract.
- b. All grievances will be handled in the following manner.

Within ten (10) working days of the occurrence, the grievance may be submitted in

writing to the Adult Education Supervisor. The grievance must be in writing and shall set forth specifically the act or conditions and the contract violation on which the grievance is based. Within ten (10) working days after delivery of the grievance, the Adult Education Supervisor shall investigate the grievance. As part of this investigation, the Adult Education Supervisor shall give the person or persons who filed the grievance a hearing in the presence of the Union representative. Within ten (10) working days after the hearing, the Adult Education Supervisor shall communicate the decision in writing, together with reasons, to the aggrieved employee and to the Union. Within ten (10) working days of the building administrator's decision, the aggrieved may appeal to the Superintendent. Within ten (10) working days after the delivery of the appeal, the Superintendent or the Superintendent's designee will communicate a decision in writing, together with reasons to the aggrieved employee and to the Union. The decision of the Superintendent shall be final.

ARTICLE 8 - FULL TIME/PART TIME EMPLOYEES

- a. Full-time employees are those employees who regularly work 24 or more hours per week.
- b. Part-time employees are those employees who are regularly scheduled to work less than 24 hours per week.

ARTICLE 9 - SENIORITY

- a. Definition of Seniority
 - 1. Bargaining Unit Seniority - shall mean total consecutive years and months of service in any and all unit bargaining positions, since the last date of hire.
- b. Posting of Seniority - Within one month following the commencement of the academic year, the District shall post a seniority list and furnish a copy to the Union President.
- c. Termination of Seniority - An employee shall be terminated and lose seniority if he/she:
 - 1. quits, resigns or is discharged;
 - 2. is laid off for a period of three (3) years or the length of the employee's seniority at the time of layoff , whichever is less;
 - 3. fails to report for work, without excuse, for three days;

ARTICLE 10 - POSTING AND FILLING OF VACANCIES

a. Posting of Vacancies

The Employer shall post all bargaining unit positions by delivering them to the Union President.

ARTICLE 11 - REDUCTION IN FORCE

- a. When the district decides to eliminate a class, the District will consider the needs of the district, employees' certification, qualification, performance and seniority when realigning the department.
- b. The district has the right to eliminate a class that 1) does not have sufficient enrollment to open as determined by the district or 2) does not have sufficient enrollment to continue as determined by the district. Upon elimination of a class, realignment, if any, is determined by the district according to Article I la. In the event that the administration determines that the class does not have sufficient attendance to continue, the administration will consult with the union prior to such action to discuss possible strategies to keep the class open.

ARTICLE 12 - LEAVE

For purposes of this Article, a day will be considered the number of hours per day regularly worked by the employee; for example, if the employee works eight (8) hours per day, a sick day will be 8 hours; if an employee works two (2) hours per day, a sick day will be 2 hours.

a. Sick Days

Each full-time employee shall be granted two (2) sick days per semester. Days may be used for the illness or injury of the employee or for the care of a member of the employee's family. The employee may accumulate eighteen (18) sick days, and employee will be paid for one-half of his/her unused sick days upon termination of employment.

b. Personal Business Days

Each full-time employee shall be granted one (1) day per year to be used for business that cannot be conducted during non-duty hours. Unused days shall not accumulate and will not be paid upon termination of employment.

c. Bereavement Days

Each full-time employee shall be granted up to three (3) paid bereavement days

for the death of a member of the employee's family (spouse, father, mother, child, father-in-law, mother-in-law, brother, sister, grandparent, grandchild).

- d. Members of the Unit who also teach in the P-12 program will be paid for absences for required attendance at one (1) P-12 parent teacher conference each semester.
- e. Family and Medical Leave

The District and the Union will comply with the Family and Medical Leave Act. Employees can obtain information about their rights under the Act from Human Resources.

ARTICLE 13 - PREPARATION TIME

Each full-time employee shall receive thirty (30) minutes preparation time for each day he/she teaches.

ARTICLE 14 - SNOW DAYS/ACT OF GOD DAYS

Employees shall not be required to report to work on these days. The school district shall have the right in accordance with state law to reschedule any days lost in the event school is closed for reasons which do not allow such days to be counted as days of instruction.

Employees shall be paid for the first two days defined above. The rescheduling of such days shall not entitle employees to additional compensation.

ARTICLE 15 - TUITION REIMBURSEMENT

- a. The Board agrees to allocate \$2,500 for the purpose of reimbursing full-time teachers for 50% of the cost of tuition for up to 6 hours of college graduate credit
or, in the circumstances defined below, undergraduate/CED hours incurred by teachers during the contract year.
- b. The graduate courses completed must be toward an M.A., Ed.S., Ed.D., or Ph.D. degree. Such courses are intended to help teachers to retain their present positions or to retrain them for possible reassignment. Courses completed must be from an accredited college or university. Annually authorized vocational teachers may apply for reimbursement for undergraduate/CED hours related to their technical field.
- c. In order to receive a reimbursement for courses, the teacher must comply with

the following:

1. Submit a completed form as provided by the Board.
2. Arrange for an official transcript to be mailed to the Department of Human Resources on or before October 30 of the following school year. Payment will be on or before November 30 of each contract year.

ARTICLE 16 - HEALTH BENEFITS

Employees who have one year's service and are not eligible for other health care coverage may enroll in the Board's HMO Plan. The District will pay 50% of the premium for employees who have between one and five years service and 75% of the premium for employees who have five or more years service. This coverage will be available as of September 1, 2000.

ARTICLE 17 - SALARY SCHEDULE

2013-2018
Step 1 \$17.00
Step 2 \$19.00
Step 3 \$21.00
Step 4 \$23.00
Step 5 \$25.00
Step 6 \$26.10
Step 7 \$27.25
Step 8 \$28.40
Step 9 \$29.70
Step 10 \$31.50

The District will have the discretion to place newly hired employees on a Step consistent with their certification, qualifications, experience and the labor market.

The District will provide the Union with a yearly financial report that will include revenue and expenditures from State and Federal grants for the Adult Education program.

ARTICLE 18 - HOLIDAYS

For all employees, there shall be seven (7) paid holidays for each school year of the contract. The amount paid for each holiday shall be calculated by taking the total

number of hours worked per week, divided by 5, and then multiplied by the employee's per hour wage.

2012-2013

Labor Day	Monday Thursday	September 3, 2012
Thanksgiving	Friday Friday	November 22, 2012
Thanksgiving	Friday Friday	November 23, 2012
Winter Break	Monday	December 28, 2012
Winter Break		January 4, 2013
Spring Break		March 29, 2013
Memorial Day		May 27, 2013

2013-2014

Labor Day	Monday Thursday	September 2, 2013
Thanksgiving	Friday Friday	November 28, 2013
Thanksgiving	Friday Friday	November 29, 2013
Winter Break	Monday	December 27, 2013
Winter Break		January 3, 2014
Spring Break		April 18, 2014
Memorial Day		May 26, 2014

2014-2015

Labor Day	Monday Thursday	September 1, 2014
Thanksgiving	Friday Friday	November 27, 2014
Thanksgiving	Friday Friday	November 28, 2014
Winter Break	Monday	December 26, 2014
Winter Break		January 2, 2015
Spring Break		April 3, 2015
Memorial Day		May 25, 2015

2015-2018 Paid Holidays to be determined when the District calendars are established.

ARTICLE 19 - DURATION OF CONTACT

This Agreement shall be effective on March 26, 2103 and shall continue in full force and effect until midnight of June 30, 2018. After March I , 2018, either party may give written notice to the other of its desire to negotiate a new agreement for the following year, and meetings between the parties for that purpose shall begin not later than twenty (20) days after delivery of such written notification.

ARTICLE 20 - REVERSE CONFORMITY TO LAW CLAUSE

Certain provisions of this Agreement may be affected by 2011 PA 103. The

parties have not reached agreement with regard to which provisions, if any, are so affected. Therefore, the District reserves the right to contend that a clause or section is not enforceable as a consequence of that statute. The Union reserves the right to disagree.

In witness whereof, the parties hereto have executed this Agreement by their duly authorized representatives:

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

For the Dearborn Federation
of Teachers

Glenn Maleyko, Superintendent

Christine Sipperley, DFT President

Date

Date

Exhibit One

Notice to New Hire *Welcome to our Union!*

We invite you to join the Dearborn Federation of Teachers Local 681. As a Federation member, you will have the opportunity to work with your colleagues on questions important to employees of the Dearborn Public Schools. You will receive local union notices as well as newsletters of the American Federation of Teachers and the state organization, AFT Michigan. You will have a vote on all Union issues, including our contract. Being a Union member is a significant right. However, you are not required to join the Union.

The Jaw requires us to notify you that:

1. You have the right to become a member of the organization or refrain from becoming a member of the Union without fear of reprisal by either the Union or the Dearborn Public Schools.
2. An employee represented by the Union who chooses not to become a member of the union or who after joining the union decides to resign is subject to the Union Security Clause (the "Clause") of the collective bargaining agreement between the Union and the Dearborn Public Schools. The Clause requires an employee who does not join the union to pay an agency fee, also called a service or representation fee.
3. The agency fee is limited to that portion of union dues the Union expends on matters related to or that impact collective bargaining agreement, contract administration and enforcement.
4. A non-member must arrange for either payroll deduction (unless the collective bargaining agreement permits payroll deduction without the non-member's consent), direct payment of the agency fee or auto deduction of the fee from a bank account or credit card or advance, direct, payment of the fee. Failure to pay the fee will result in the non-member's discharge from employment. (See Article III of the DFT contract.)
5. A non-member may object to the amount of the service fee. To object, the non-member must present a written objection to the Union's treasurer or designee. The objection must be presented within a defined window period of 28 days. The failure to present an objection waives the right to do so.
6. An objector will be given a full explanation of the basis for the service fee. The explanation will include a detailed list of chargeable and non-chargeable expenditures and a report of an independent auditor showing the Union's expenditures from the most recent prior fiscal year.
7. **The following are examples of expenditures that are chargeable to a non-member:**

- a. Expenses related to or that impact collective bargaining, contract administration and enforcement;
- b. Expenses related to the administration and enforcement of agreements, practices and working conditions, including grievance handling and arbitration. Also included are expenses related to communications with employees in the bargaining unit or with employer representatives regarding wages, hours or working conditions;
- c. Expenses related to normal union internal governance and management expenses;
- d. Expenses related to social activities and union business meetings;
- e. Expenses related to union publications to the extent coverage is related to chargeable activities;
- f. Expenses related to litigation before the courts and administrative agencies related to contract administration, collective bargaining rights and internal governance;
- g. Expenses related to legislative, executive branch and administrative agency representation on legislative and regulatory matters related to contract ratification or the implementation of contracts;
- h. Expenses related to the education of and training of members, officers, and staff intended to prepare the participants to better perform chargeable activities;
- i. A proportional share of all overhead and administrative expenses.

8. The following are examples of expenditures which are not chargeable to non--members;

- a. Expenses related to community service activities of the Union;
- b. Expenses related to legislative activity not involving contract ratification or the implementation of contracts;
- c. The non-chargeable portion of AFT and AFT Michigan per capita. The AFT and AFT Michigan send an annual notice to locals of what percentage of per capita is non-chargeable;
- d. Expenses related to the cost of affiliating with organizations other than the

AFT and AFT Michigan;

- e. Expenses related to the direct support of political candidates, PAC expenditures and contributions to ballot questions.
9. A fee payer who disagrees with the Union's characterization of chargeable and non-Chargeable expenditures of calculation of the expenditures in any category may challenge the Union's determination by submitting a written challenge to the President or Treasurer of the Union during the defined window period. The right to challenge the fee determination must be filed no later than 28 days following receipt of the notice of the amount of the fee.
10. A timely filed challenge to the union's determination of chargeable and non-chargeable expenses will be resolved by an impartial determination process culminating in arbitration. All challenges will be consolidated to the extent practicable and be heard as soon as possible. The presentation to the arbitrator will be either in writing or at a hearing if requested by an objector(s). If hearing is held any objector who does not wish to attend may submit his or her views in writing by the date of the hearing. If a hearing is not held, the arbitrator will set a date by which all written submissions will be received and will decide the case based on the records submitted. The Union will bear the burden of justifying its calculations.
11. Any cost for arbitrator's services and the cost of any proceedings before the arbitrator will be borne by the Union. Individually incurred costs will be borne by the party incurring them.
12. While the objection is pending, the Union's Treasurer will hold, in an escrow account, that portion of the fees that are reasonably in dispute. In the event that the arbitrator determines that the objector is entitled to a greater reduction in fees than calculated by the Union, an additional check will be issued at the close of the objection procedure for the balance of the reduction in fees, as determined by the arbitrator.

Chargeable expenditures of calculation of the expenditures in any category may challenge the Union's determination by submitting a written challenge to the President or Treasurer of the Union during the defined window period. The right to challenge the fee determination must be filed no later than 28 days following receipt of the notice of the amount of the fee.
13. A timely filed challenge to the union's determination of chargeable and non-chargeable expenses will be resolved by an impartial determination process culminating in arbitration. All challenges will be consolidated to the extent practicable and be heard as soon as possible. The presentation to the arbitrator will be either in writing or at a hearing if requested by an objector(s). If hearing is held any objector who does not wish to attend may submit his or her views in writing by the date of the hearing. If a hearing is not held, the arbitrator will set a date by which all written submissions will be received and will decide the case based on the records submitted. The Union will bear the burden of justifying its calculations.

14. Any cost for arbitrator's services and the cost of any proceedings before the arbitrator will be borne by the Union. Individually incurred costs will be borne by the party incurring them.
15. While the objection is pending, the Union's Treasurer will hold, in an escrow account, that portion of the fees that are reasonably in dispute. In the event that the arbitrator determines that the objector is entitled to a greater reduction in fees than calculated by the Union, an additional check will be issued at the close of the objection procedure for the balance of the reduction in fees, as determined by the arbitrator.

**LETTER OF AGREEMENT #I
BETWEEN
THE DEARBORN BOARD OF EDUCATION
AND THE
DEARBORN FEDERATION OF TEACHERS, LOCAL 681, A.F.T.
ADULT EDUCATION TEACHERS
2011-12**

The Dearborn Board of Education, and the Dearborn Federation of Teachers, Adult Education Teachers, whereas the above mentioned parties agree as follows:

Teachers working in the Shared Time program will be given compensation for 'start up' and 'end of the year' time, First Aid/CPR training, and Report Card marking according to the following parameters:

- Shared Time Teachers working from 1 to 12 hours per week will be given up to a total of 12 hours per year combined for all sites for time worked on the above tasks.
- Shared Time Teachers working from 13 to 24 hours per week will be given up to a total of 24 hours per year combined of all sites for time worked on the above tasks.

Shared Time Teachers who are presently receiving compensation for the above tasks will be grandfathered in at 24 hours per year.

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

For the Dearborn Federation
of Teachers

Brian Whiston, Superintendent

Christine Sipperley, DFT President

Date

Date

AGREEMENT #2
BETWEEN
THE DEARBORN BOARD OF
EDUCATION AND THE
DEARBORN FEDERATION OF TEACHERS LOCAL
681, A.F.T. ADULT EDUCATION TEACHERS

The Dearborn Board of Education and the Dearborn Federation of Teachers, Adult Education Teachers, agree as follows:

All non-shared time teachers working in the adult education program shall be allowed up to a total of three

(3) Hours per semester extra work hours for the purpose of classroom set-up, semester end reporting and other semester end tasks.

This agreement shall remain in effect for the 2013-14 and 2014-15 school years. This agreement shall be reviewed prior to the end of the 2014-15 school year and may be renewed depending on adequate funding and its effectiveness.

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

Christine Sipperley, DFT President

Brian Whiston, Superintendent

Date

Date

For the Dearborn Federation
of Teachers