

**LETTER OF UNDERSTANDING  
BETWEEN DEARBORN BOARD OF EDUCATION  
AND  
DEARBORN FEDERATION OF TEACHERS**

**2012-13 ASAP Compensation Level**

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

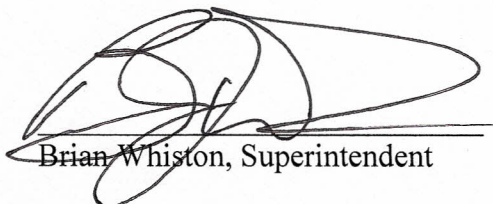
In order to effectively fill all positions in the After School Academic Program (ASAP) program that is being offered at Fordson, Edsel Ford and Dearborn High, we are increasing the hourly rate to \$36. This rate will only apply to the program as specified above and will not impact compensation rates for other extra pay positions. We have had difficulty in filling these positions due to the time that it is offered during the day. We were unable to adequately fill all positions with individuals that are free to work at the times specified by the program.

This position was posted from August 13<sup>th</sup> until September 6<sup>th</sup>, 2012. We did not make the decision to increase the level of compensation until after we reviewed all bids and realized that we would not be able to operate the program based on those bids. The increased hourly rate will be posted to the buildings first in order to alleviate the problem of teachers being available at the needed time. The increased rate will be offered to those who had applied between August and Sept who could meet the time restraints.

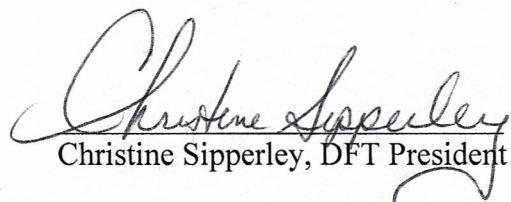
We were also unable to recruit enough Highly Qualified Teachers from applications that were promoted outside of the district. In order to provide service to our students with the implementation of this important program we are entering into this letter of agreement with the intent to provide the appropriate level of classes for Dearborn Students.

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

For the Dearborn Federation  
of Teachers



Brian Whiston, Superintendent



Christine Sipperley, DFT President

9/18/12

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