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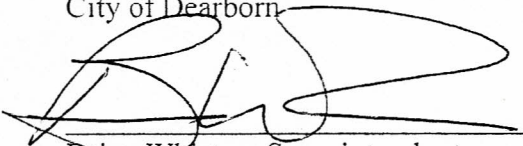
**LETTER OF UNDERSTANDING
BETWEEN DEARBORN BOARD OF EDUCATION
AND
DEARBORN FEDERATION OF TEACHERS**

Family Care Day Usage

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:

From the date signed below, the intent of the language contained in Article XVI, Absences Other Than Leaves, C, 4, will be construed to mean that days taken will be in cases of injury or illness. Any other usage will be referred to HR for a final determination.

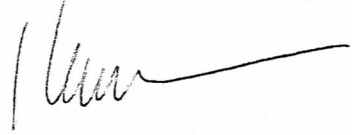
For the Board of Education
of the School District of the
City of Dearborn



Brian Whiston, Superintendent

10/21/08
Date

For the Dearborn Federation
of Teachers



Kevin Harris, DFT President

10/21/08
Date