

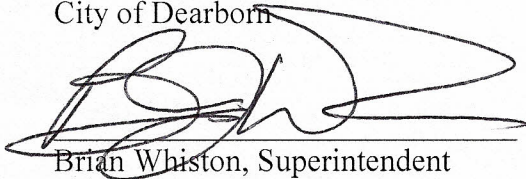
**LETTER OF UNDERSTANDING
BETWEEN DEARBORN BOARD OF EDUCATION
AND
DEARBORN FEDERATION OF TEACHERS**

Plan III - Transfer/Surplus Rights

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 the event that a teacher is placed on Plan III, Specific Staff Development Plan of the Dearborn Public School Evaluation Program, said teacher will not have the right to request a transfer, nor will said teacher be surplusd from their position as described in Article IX – Transfer, Surplus and Layoff (P – 12) until they have successfully completed Plan III and transferred to either Plan I or Plan II.

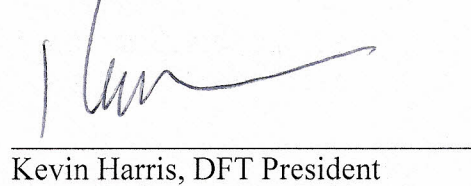
For the Board of Education
of the School District of the
City of Dearborn



Brian Whiston, Superintendent

10-15-8
Date

For the Dearborn Federation
of Teachers



Kevin Harris, DFT President

10/15/08
Date