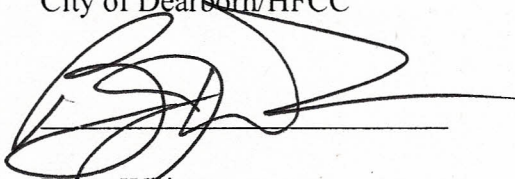


LETTER OF AGREEMENT  
BETWEEN  
DEARBORN FEDERATION OF TEACHERS AND  
DEARBORN BOARD OF EDUCATION

This letter of agreement executed by and between the Dearborn Board of Education (hereinafter referred to as the "Board"), and the Dearborn Federation of Teachers (hereinafter referred to as the DFT), whereas the above mentioned parties agree as follows:

Pursuant to our shared requirement to negotiate a teacher compensation method that includes job performance and job accomplishments as a significant factor as articulated in Revised School Code Section 1250, the Board and the DFT agree to continue discussions as to how this obligation will be determined and administered. Furthermore, echoing Section 1249's phraseology, the Board and the DFT agree that the assessment of job performance connected to compensation, shall incorporate a rigorous, fair and transparent evaluation system that evaluates performance, in part, on student growth as measured by assessments and other objective criteria.

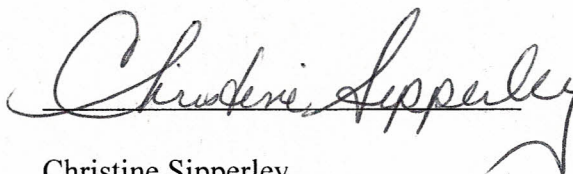
For the Board of Education  
of the School District of the  
City of Dearborn/HFCC



Brian Whiston  
Superintendent

Date: 3/15/11

For the Dearborn Federation of Teachers



Christine Sipperley  
President, DFT

Date: 3/14/11