

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

Henry Ford Early College

The Dearborn Board of Education (hereinafter referred to as the Board), and the Dearborn Federation of Teachers (hereinafter referred to as the D.F.T.), whereas the above mentioned parties agree as follows:

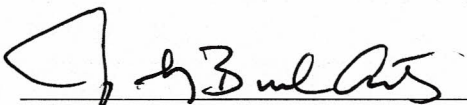
For the duration of the Henry Ford Early College program, the Administration will select staff and determine assignments based upon specific educational need(s) and the merits of the applicants, not seniority.

Positions will be posted in each school for a minimum of five (5) working days prior to the selection of staff. Of the applicants obtained through this posting procedure, the Administration may select the most qualified candidate regardless of seniority. If there is only one teacher applicant who meets the requirements in the posting, the teacher applicant shall be granted an interview before the vacancy is filled.

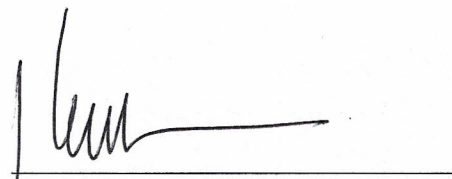
Such staffing will not be open to transfer procedures but will be subject to layoff/surplus language of the applicable labor agreement.

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

For the Dearborn Federation
of Teachers



John Burl Artis, Superintendent



Kevin Harris, DFT President

6/5/08

Date

6/16/08

Date