

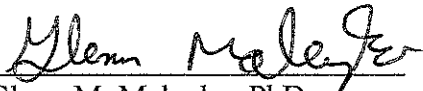
**LETTER OF AGREEMENT
BETWEEN
DEARBORN FEDERATION OF SCHOOL EMPLOYEES
AND
DEARBORN BOARD OF EDUCATION**

STARTING WAGE FOR SPECIALISTS

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

Due to the increased difficulty in hiring qualified candidates for specialist positions at the Step 1 rate of pay for specialists, when there are no qualified internal applicants for an open specialist classification position, Administration may offer a qualified external applicant any starting rate of pay between Step 1 and Step 6 of the specialist wage rate as outlined in the DFSE salary schedule.

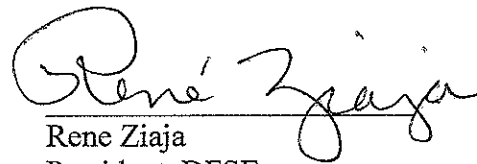
For the Board of Education
of the School District of the
City of Dearborn


Glenn M. Maleyko, PhD.
Superintendent

Date

11/29/2017

For the Dearborn Federation of
School Employees


Rene Ziaja
President, DFSE

Date

11/29/2017