

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

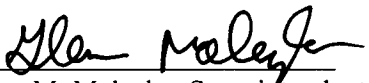
The Dearborn Board of Education (hereinafter referred to as the Board) and the Dearborn Federation of School Employees (hereinafter referred to as the D.F.S.E.) agree as follows:

The holidays for the 2019-20 school year are as follows:

HOLIDAY	DAY	DATE	10 Month	11 Month	12 Month
Labor Day	Monday	September 2, 2019	X	X	X
Thanksgiving	Thursday	November 28, 2019	X	X	X
Winter Break	Tuesday	December 24, 2019	X	X	X
Winter Break	Wednesday	December 25, 2019	X	X	X
Winter Break	Thursday	December 26, 2019	X	X	X
Winter Break	Friday	December 27, 2019	X	X	X
Winter Break	Monday	December 30, 2019	X	X	X
Winter Break	Tuesday	December 31, 2019	X	X	X
Winter Break	Wednesday	January 1, 2020	X	X	X
Martin Luther King	Monday	January 20, 2020	X	X	X
Spring Break	Friday	April 10, 2020	X	X	X
Pre-Memorial	Friday	May 22, 2020	X	X	X
Memorial Day	Monday	May 25, 2020	X	X	X
Pre 4 th of July	Friday	July 3, 2020			X

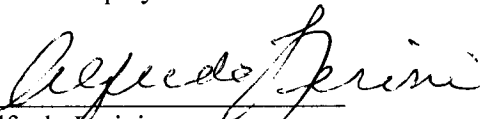
The Friday of November 29, 2019 shall be a day compensated for at regular straight-time hourly rate for P-12 employees, exclusive of shift premium and overtime pay and premium if the employee meets the eligibility or holiday requirements set forth in paragraph "A" hereof with no requirement to report to work, but shall not be considered a holiday for the purpose of this Agreement. The employer shall determine who shall be requested to work on this day.

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


 Glenn M. Maleyko, Superintendent

2-26-19
 Date

For the Dearborn Federation of
 School Employees


 Alfredo Zerini
 President, DFSE

2-20-19
 Date