

LETTER OF AGREEMENT  
 BETWEEN  
 DEARBORN BOARD OF EDUCATION  
 AND  
 DEARBORN SCHOOLS OPERATING ENGINEERS ASSOCIATION

The Dearborn Board of Education (hereinafter referred to as the Board) and the Dearborn Schools Operating Engineers Association (hereinafter referred to as the D.S.O.E.A.) agree as follows:

There shall be fourteen (14) paid holidays in 2019-20 as follows:

**P-12 HOLIDAYS**

2019-20	Labor Day	Monday	September 2, 2019
	Thanksgiving Day	Thursday	November 28, 2019
	Winter Break	Tuesday	December 24, 2019
	Winter Break	Wednesday	December 25, 2019
	Winter Break	Thursday	December 26, 2019
	Winter Break	Friday	December 27, 2019
	Winter Break	Monday	December 30, 2019
	Winter Break	Tuesday	December 31, 2019
	Winter Break	Wednesday	January 1, 2020
	Martin Luther King	Monday	January 20, 2020
	Spring Break	Friday	April 10, 2020
	Pre-Memorial Day	Friday	May 22, 2020
	Memorial Day	Monday	May 25, 2020
	Pre 4 <sup>th</sup> of July	Friday	July 3, 2020

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. Maley, Jr.  
 Glenn M. Maley, Superintendent

2-26-19  
 Date

For the Dearborn Schools Operating  
 Engineers Association

Thomas Hand  
 Thomas Hand  
 President, DSOEA

2-21-19  
 Date