

Dearborn Board of Education  
and  
Dearborn Federation of School Employees  
Tentative Agreement

September 8, 2011

- **Wages**

2011-2012: Wages – 3.3%

Reduction from 2010-11 wage schedule - No return of the \$100 per pupil incentive

2012-2013: Wages – 2.1%

Reduction from 2011-12 wage schedule. Mandatory 2.1% cut

2013-2014: Wages – 0-2.1%

Ties to foundation allotment (capped)

2014-2015: Wages – 0-2.1%

Ties to foundation allotment (capped)

2015-2016: Wages 0-2.1%

Ties to foundation allotment (capped)

Any increase in foundation will be returned

- **Job Security**

2011-2012: No lay-offs from general fund

2012-2013: No lay-offs from general fund

2013-2014: No lay-offs from general fund; except Board approved educational program changes

2014-2015: No lay-offs from general fund; except Board approved educational program changes

2015-2016: No lay-offs from general fund; except Board approved educational program changes

- **Duration of Contract**

- 5 years

- **Pension**

- Employees will contribute 1/3 of any increase above 25.91% through a reduction in the wage schedule.

- Pension capped at 31%. Employee pays 100% of any increase above 31% through a reduction in the wage schedule.

- **Health Care**

- Current health care stays in place from September 2011 to December 2011.

- A Voluntary Employee Benefits Association (VEBA) will begin on January 1, 2012.

- **Other Items**

- One (1) additional personal business day.

- Safety Shoes: \$80 every even year for the life of the contract.

- HFCC College tuition guaranteed with the following stipulations: Must earn a "C" grade or better and the tuition waiver may be used only one time for the course.

- In order to minimize impact on Henry Ford Community College students during critical operational periods, bumping into Instructional Technician, Media Technician, Academic Department Clerical Support, Enrollment Service positions, Financial Aid positions, or Student Account positions at HFCC will not occur during the months of January, May, June, July, August, or December. Should an employee request to bump into one of the positions identified above, during the months of January, May, June, July, August, or December, the employee will remain in their current position until the next month during which bumping is allowed. (There will be no new hires or layoffs during this period.)

- Summer Work – Article 8.A. – An employee working in a lower classification during the summer recess shall receive **Step 8** (current contract language – Step 4) of the lower classification or his/her regular rate, whichever is less.

- Apprentice Program – Article 14.J.3. – After successful completion of the four (4) year apprenticeship program, the apprentice will move to the **tenth (10<sup>th</sup>)** step (current contract language – Step 4) step of the appropriate skilled classification.

- Paraprofessional Bumping Procedure held in August 2011 will continue through the life of the contract. This process is subject to the grievance procedure if an employee is arbitrarily realigned.

*Robert J. Beutel*

*Agathe Schenkung*