

DEARBORN PUBLIC SCHOOLS
Department of Human Resources
18700 Audette
Dearborn, Michigan 48124
EXEMPT P-12 ADMINISTRATIVE SALARY SCHEDULE
2020-21



Grade 1: Executive Director
Grade 2: Director
Grade 3: Director or other Classifications assigned by the Superintendent

Grade	Contract Weeks	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
1	48	96,085	99,056	102,119	105,278	108,437	111,690	115,041	118,057	118,491	122,045	125,709	129,478	131,276
2	48	89,108	91,864	94,706	97,547	100,472	103,486	104,793	106,592	109,790	113,083	116,476	119,084	123,158
3	48	75,216	77,540	79,939	82,411	84,883	87,430	90,053	91,503	92,755	95,538	98,403	101,354	104,793

NOTES:

1. The Board of Education will approve contracts/renewals.

However, the Superintendent may, at his discretion, place any administrator at a higher step on the salary schedule. Step 14 - \$135,799; Step 15 - \$ 139,873; Step 16 - \$145,467; Step 17 - \$151,286; Step 18 - \$157,337; Step 19 - \$163,630 (Grade 1 only)

2. Administrators **hired prior to 7/1/12** are eligible for administrative longevity, if applicable. Other administrators may be eligible for Traditional Merit Pay at the discretion of the superintendent.

3. **TSA:** (Increases aligned with ADSA increases)

\$300 or 425/Month- Grade 2.

\$400 or 500/Month – Grade 1 - Executive Cabinet Member

- Allocations are based on annual or biannual contracts offered by the Superintendent who can use discretion with TSA allocations/negotiations within the above listed allocations. This includes Grade 3 Cabinet members.

4. All employees are eligible for steps on a yearly basis pending their individual performance and the district financial conditions.
5. Grade 1 Executive Director; Grade 2 and Grade 3 Director or other Classification.
6. Individual contracts will be negotiated with individuals that are coming from other bargaining units in order to allow for a fair compensation package.
7. A ½ percent one-time payment will be given in 2018/2019 and 2020/2021 in alignment with the DFT and ADSA contract settlements.
8. In 2018/2019 a one-time \$1,000 payment will be given to individuals on the top step of their respective scale in alignment with other union contract settlements.
9. We are working on an enhanced Merit system and/or percentage increases that will be added in 2019-2020 in lieu of percent increases that are aligned with other union contract settlements.
10. Cabinet members will also receive a projected increase of 2% in 2020-2021 in alignment with other union contract settlements.

Administrators Hired Prior to 5/1/13	Hired After 5/1/13
<u>LONGEVITY</u> (if eligible) \$4,625 after 7 years \$5,250 after 10 years \$7,188 after 15 years \$ 9,688 after 20 years	<u>Traditional MERIT PAY</u> Years: 1- 4 \$2,000 to \$4,000 Years: 5-10 \$5,000 to \$6,000 Years: 10+ \$7,000 to \$8,000 <ul style="list-style-type: none"> • Given at the discretion of the Superintendent based on evaluation goals and performance incentives. Employees hired prior to 5/1/13 and not eligible for Longevity could apply for merit pay.