

**Dearborn Public Schools**  
**&**  
**Association of Dearborn Schools Administrators**  
**Tentative Agreement**  
**2023-24 - 2027-28**

**Article XXVI Salary Schedule:**

- 2023-24 & 2024-25
  - Salary increase for each year of the contract will be based on the percentage increase of the foundation allowance or 4 percent whichever is higher.
  - ~~Any percentage decrease shall be equal to one-half of any percentage decrease below the prior year foundation allowance.~~
  
- 2025-26
  - Salary increase for each year of the contract will be based on the percentage increase of the foundation allowance capped at 3%.
  
  - AND
  
  - 1% increase
  
- 2026-2027 & 2027-2028:
  - Wage Reopener for years 2026-2027 & 2027-2028
  - Foundation Tie Decrease language “Any percentage decrease shall be equal to one-half of any percentage decrease below the prior year foundation Allowance” is reinstated in contract language for years 2026-27 and 2027-28.

**ARTICLE IX – COMPENSATION FOR ELEMENTARY SCHOOL PRINCIPAL ASSIGNMENTS**

- Change language as follows:
  - An administrator who serves as the principal of a P-8 school shall receive a stipend of ~~\$1,000~~ **\$3,000** each school year.

**Article XXIV: Addition of Severance Language**

An administrator who terminates employment by filing through MPERS for retirement shall also be eligible for a severance pay. Employment at Henry Ford College is not applicable.

Members that retire at the end of June, with a minimum of ten years of service and 80 days in their sick bank are eligible for \$75 per day with a maximum payout of \$20k (300 days). The maximum of \$80k in any given year payable in the last pay in June. If the total exceeds \$80k, the amount is prorated based on the original calculation not to exceed \$80k. Severance Pay is not an eligible pension supplement.

**Article XXIII Advanced Degrees**

Increase allowance to members

- |  |                       |
|--|-----------------------|
| ● Master plus 30 credits:                        | \$750 <b>\$1,500</b>  |
| ● <b>Ed Specialist/</b> Masters plus 60 credits: | \$1000 <b>\$2,000</b> |
| ● PhD or EdD:                                    | \$1500 <b>\$3,000</b> |

**ARTICLE XXIII - ADVANCED DEGREES**

Beginning July 1, 1989, individuals who have attained a Masters degree and thirty (30) hours of additional graduate work will receive a stipend of ~~\$750~~ **\$1,500** per year. A sum of ~~\$1,000~~ **\$2,000** will be paid to those individuals who earn sixty (60) graduate credits beyond the **Ed Specialist/Masters** degree. Individuals who have earned a PhD or EdD will receive ~~\$1,500~~ **\$3,000**. All credits must be verified by means of an official transcript filed with the Human Resources Department.

**ARTICLE XI – ADMINISTRATIVE WORK YEAR**

- Special Education Coordinators - Change number of workdays for 3A classification from 250 to 243.
- 5 Comp Relief days provided to all ADSA may be used during the school year for SE Coordinators **only**.
- 17 Summer Relief Days may be used between the students’ last day of school and the students’ first day of school.
- Executive Director of Special Populations must approve summer relief day schedules in advance to ensure summer programs are staffed.
- All admins can earn five relief days. Three can be taken during the school year and two during non-instructional time. More than two of three taken during the school year may not be taken consecutively (a Friday and Monday is considered consecutive).
- Remove the word “relief” for the 17 days off in the summer for Special Education Coordinators and High School Principals. In order not to confuse the five “relief” days used as “comp” days.

**Article X – Administrative Fulfillment of Professional Duties**

- Add language:
  - **During partial building closures (not full district closures), administrators will follow the district partial closure plan.**

**ARTICLE XXVI – 2018-2023 SALARY SCHEDULE**

- Longevity based on Grade 2, Step 8 for all members (202 days) .
- In lieu of longevity, the Superintendent may approve merit compensation for administrators not eligible for longevity. (See LOA Compensation)

Years 1-6	\$2,000 - \$5,000
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- **The Superintendent may approve merit compensation for ADSA members. This is not tied to the evaluation process, should not be requested, and will be used for extremely special circumstances for additional work outside of the regular workday/ work year.**
- ARTICLE XXIV: Pension Supplement - Add LOA
  - ADSA-Letter of Agreement-Contract Reopening-2020

● **ARTICLE XXV– SALARY PLACEMENT**

Initial placement of a new ADSA member shall be between step one (1) and step four (4) of the appropriate salary grade. Up to two new ADSA members per year that are new to the District may be placed anywhere on the salary schedule provided evidence of comparable administrative experience is provided to Human Resources.

**The District may use an additional five salary schedule exemptions. Exemptions will be**

collaboratively discussed with the union leadership. (See LOA Compensation)

Promotional placement of existing ADSA members on the salary schedule shall be vertical in step to the appropriate grade.

Demotional placement of existing ADSA members on the salary schedule shall be vertical in step to the appropriate salary grade.

*Add language:*

**ADSA members that resigned from Dearborn Schools and return for rehire at Dearborn Schools in an ADSA position will be placed on the step closest to the step they resigned at plus given credit for experience gained during the temporary break in employment. Seniority is also reinstated.**

### **ARTICLE XIII – SUMMER SCHOOL ADMINISTRATOR PAY**

Summer School rate ~~\$200~~ **\$250**/half day and ~~\$400~~ **\$500**/day

*Add language:*

**Except for Grade 1, Grade 3A and Grade 3B, the Fourth of July holiday (or the Friday or Monday that is designated by the district as the July 4 holiday if it falls on a weekend) is not a paid holiday for ADSA, which includes summer programs as well.**

~~Administrators assigned to the middle school blended learning summer school shall be paid a stipend of \$3,420.~~

If middle school summer school face to face programs are offered, compensation will be as described for high school and elementary summer school above.

#### **B. Building Level Summer Programs**

The parties agree that administrators who work in the summer and implement a building level summer school program shall be compensated at a ~~\$5070~~ **hour rate or the Title approved amount**. In order for an administrator to receive hourly compensation, they must receive advance written approval from their direct supervisor. In addition, it is understood that there will not be a lead teacher at the local summer school if the administrator is actively working. Though not required, building principals' summer school programs will make every effort to use the required summer workday (Article XI - Administrative Work Year) to balance the request for additional compensation.

#### **B. Board Contributions**

1. Board contributions will be based upon the total number of Full Time Equivalent-employees or fraction thereof.

2. The Monthly Contribution amount by the Board for the beginning on July 1, ~~2023~~ **2018** through June 30, ~~2024~~ **2019** is ~~\$1,332.43~~ **\$1,181.35** per Full Time Equivalent employee or fractions thereof. ~~The FTE will increase in 2019-20, 2020-21, 2021-22, 2022-23 and 2023-24 by the percentage increase in the hard cap amount as set yearly by the State of Michigan through PA-152, not to exceed 5% each year. Both parties agree to negotiate future years.~~

Payment for new employees eligible for benefits will commence **the first day of the month following the 28th day after the first date of hire** ~~on the first day of the month following their hire date~~. When the employer approves a leave of absence that includes health care contributions, the Employer will continue to make contributions for the coverage to the Trust.

If the employee is approved for Long Term Disability (LTD), the employee coverage will continue for an additional **three months**.

### Article I - Recognition

- When an administrative opening occurs, the district will do everything in its power to fill that position in a timely, **and least disruptive**, manner. If the position is not filled, the principal will work with their immediate supervisor to coordinate administrative tasks (such as teacher evaluations, etc.).

**Executive Directors deem the replacement is qualified to evaluate staff.** In this case, teacher evaluations will be performed by Executive Directors **and instructional cabinet members.** **The Principal's discretion determines whether or not an administrative intern may or may not complete evaluations in their building.**

- ARTICLE XXIV: Pension Supplement - Add LOA
  - ADSA-Letter of Agreement-Contract Reopening-2020

### ARTICLE II - ADMINISTRATORS' RIGHTS AND RESPONSIBILITIES

#### F. Appointment to Administrative Positions

5. A Screening Committee, **including the building principal**, will review all such applications for the appropriate qualifications and an interview committee including representation from the ADSA will make recommendations to the Superintendent regarding appointment.

#### Pending finalization of the School Calendar:

- If the student's last day of school is on June 7, 2024, the five relief days will be reduced to two relief (comp) days that may be used anytime during the school year. Relief dates reset on July 1, 2023, which begins the 2023-24 school year.
- High School Principals that receive 17 summer relief days will increase to 22 summer relief days.

Signed by Heyam Alcodray for the ADSA

Date: 6/15/23

Heyam Alcodray, Chief Negotiator, ADSA

Signed by Maysam Alie-Bazzi for the Administration

Date: June 13, 2023

Maysam Alie-Bazzi, Executive Director of Staff & Student Services