

Human Resources Department



Students First

Inspire, Educate, Celebrate

September 20, 2023

To: Non-Classified / Non-Instructional Building Staff (aka: NC/NI, Green Sheet, Exempt)

From: Maysam Alie-Bazzi
Executive Director of Staff & Student Services

Re: Compensation

Cc: Nada Alamaddine, HR Director
Courtney Pletzke, HR Director
Payroll Department
Executive Directors & Directors

As aligned with the recent changes to the collective bargaining units of DFT, ADSA, and DFSE the Non-Classified/Non-Instructional 10-month building staff will be compensated as follows:

- Annual step increase
- Additional 4.89% increase of your base salary
- Longevity has increased as follows:

○ Current:	New:
○ 5 years \$0	\$1,000
○ 7 years \$1,500	\$3,000
○ 10 years \$2,500	\$5,000
○ 15 years \$5,000	\$7,000
○ 20 years \$7,000	\$9,000
- 2024-25 - Foundation Tie and/or 4% whichever is higher.
- Compensation for 2025-28 is to be determined at that time as aligned with union wage reopeners.

This compensation was effective July 1, 2023, has been prorated to that date, and was included on the Friday September 22nd pay date. However, longevity will not be updated until the October 6th pay date. Thank you for your patience as numerous changes are being processed following the summer of negotiations.

Much gratitude and appreciation for each and every one of you for your daily commitment to Dearborn Public Schools students and buildings.

