

**DEARBORN PUBLIC SCHOOLS**  
**Department of Human Resources**  
**18700 Audette**  
**Dearborn, Michigan 48124**



**EXEMPT P-12 ADMINISTRATIVE SALARY SCHEDULE 2024-25 - Effective 7/1/2024**

**Grade 1: Executive Director**

**Grade 2: Director**

Grade	Contract Days	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	260	\$112,574	\$116,056	\$119,645	\$123,346	\$127,046	\$130,859	\$134,784	\$138,318	\$138,826	\$142,990	\$147,283	\$151,699	\$153,807
2	260	\$104,400	\$107,630	\$110,960	\$114,288	\$117,714	\$121,245	\$122,778	\$124,884	\$128,632	\$132,491	\$136,465	\$139,520	\$144,294

**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.

**GRADE 1:** Step 14 - \$159,104; Step 15 - \$163,878; Step 16 - \$170,432; Step 17 - \$177,250; Step 18 - \$184,339; Step 19 - \$191,713

**GRADE 2:** Step 14 - \$148,623; Step 15 - \$153,082

2. Administrators **hired prior to 5/1/13** 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), at the Superintendent's discretion

\$300 or 425/Month- Grade 2 (prior to June 30, 2023)

\$600/Month – Grade 1 - Executive Cabinet Member

**Updated 7/1/2024**

- 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.

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 Director

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. Foundation Tie and/or 4% whichever is higher for 23-24, 24-25. Compensation for 2025-28 is to be determined at that time as aligned with union wage reopeners.

<b>Administrators Hired Prior to 5/1/13</b>	<b>Hired After 5/1/13</b>
<p><b><u>LONGEVITY</u></b> (if eligible)</p> <p>\$2,000 after 5 years            \$5,625 after 7 years            \$6,250 after 10 years            \$8,188 after 15 years            \$12,900 after 20 years</p>	<p><b><u>Traditional MERIT PAY</u></b></p> <p>Years: 1- 4 \$2,000 to \$4,000            Years: 5-10 \$5,000 to \$6,000            Years: 10+ \$7,000 to \$8,000</p> <ul style="list-style-type: none"> <li>• Given at the discretion of the Superintendent based on evaluation goals and performance incentives.</li> </ul>

Administrators not eligible for longevity may be eligible for "traditional" Merit Pay at the discretion of the superintendent.

Administrators receiving traditional Merit Pay June 30, 2023 on years 5-10+ are grandfathered in and will continue receiving traditional Merit Pay.

Newly hired administrators (beginning July 1, 2023) and administrators currently receiving traditional Merit Pay will be moved to longevity when HR deems it appropriate without a reduction in merit/longevity amount.