

UPDATED Dearborn Federation of School Employees (DFSE) 2025-26 Salary Schedule Effective 9/1/2025

| Gra | Amounts are based on 1% + 2.94% foundation tie increase (3.94%) minus the MPSERs (1.33%). Total increase = 2.61% |         |         |         |         |         |         |         |         |         |         |         |
|-----|------------------------------------------------------------------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|     | CLASSIFICATION                                                                                                   | STEP 1  | STEP 2  | STEP 3  | STEP 4  | STEP 5  | STEP 6  | STEP 7  | STEP 8  | STEP 9  | STEP 10 | STEP 11 |
|     | <b>CUSTODIAL</b>                                                                                                 |         |         |         |         |         |         |         |         |         |         |         |
| 21  | Custodial A                                                                                                      | -       | -       | -       | \$18.24 | \$18.95 | \$19.68 | \$20.37 | \$21.08 | \$21.78 | \$22.48 | \$23.20 |
| 22  | Custodial B                                                                                                      | -       | -       | -       | \$18.24 | \$18.95 | \$19.68 | \$20.37 | \$21.08 | \$21.78 | \$22.48 | \$23.20 |
| 1   | Custodial C                                                                                                      | -       | -       | -       | \$18.24 | \$18.95 | \$19.68 | \$20.37 | \$21.08 | \$21.78 | \$22.48 | \$23.20 |
| 4   | Grounds                                                                                                          | -       | -       | -       | -       | -       | \$21.55 | \$22.34 | \$23.13 | \$23.94 | \$24.73 | \$25.50 |
| 11  | Building Operations Specialist                                                                                   | \$19.31 | \$20.01 | \$20.74 | \$21.46 | \$22.16 | \$22.87 | \$23.59 | \$24.35 | \$25.15 | \$25.94 | \$26.79 |
|     | <b>TRANSPORTATION</b>                                                                                            |         |         |         |         |         |         |         |         |         |         |         |
| 3   | Bus Driver                                                                                                       | -       | -       | -       | -       | -       | -       | -       | -       | -       | \$27.02 | \$27.92 |
| 50  | Transportation Assistant                                                                                         | -       | -       | -       | -       | \$17.69 | \$18.49 | \$19.29 | \$20.10 | \$20.89 | \$21.70 | \$22.49 |
| 33  | Mail Courier                                                                                                     | \$15.09 | \$15.75 | \$16.34 | \$16.76 | \$17.42 | \$18.11 | \$18.75 | \$19.42 | \$20.10 | \$20.77 | \$21.44 |
|     | <b>CLERICAL</b>                                                                                                  |         |         |         |         |         |         |         |         |         |         |         |
| 51  | Receptionist/Clerk                                                                                               | -       | -       | -       | -       | -       | -       | \$15.13 | \$15.76 | \$16.37 | \$17.01 | \$17.65 |
| 35  | Media Secretary                                                                                                  | -       | -       | -       | -       | \$17.65 | \$18.55 | \$19.43 | \$20.36 | \$21.25 | \$22.14 | \$23.02 |
| 36  | Building Secretary                                                                                               | -       | -       | -       | -       | \$18.58 | \$19.49 | \$20.42 | \$21.32 | \$22.24 | \$23.16 | \$24.06 |
| 38  | Secretary IV                                                                                                     | -       | -       | -       | -       | -       | -       | \$22.93 | \$23.92 | \$24.89 | \$25.87 | \$26.84 |
|     | <b>FOOD SERVICE</b>                                                                                              |         |         |         |         |         |         |         |         |         |         |         |
| 17  | Food Service Assistant                                                                                           | -       | -       | -       | -       | \$15.24 | \$15.74 | \$16.25 | \$16.76 | \$17.24 | \$17.77 | \$18.25 |
| 18  | Cook                                                                                                             | -       | -       | -       | -       | \$15.71 | \$16.26 | \$16.80 | \$17.31 | \$17.86 | \$18.42 | \$18.94 |
| 16  | Kitchen Lead III                                                                                                 | -       | -       | -       | -       | \$16.00 | \$16.52 | \$17.02 | \$17.58 | \$18.09 | \$18.63 | \$19.15 |
| 14  | Kitchen Lead II                                                                                                  | -       | -       | -       | -       | \$17.93 | \$18.56 | \$19.17 | \$19.78 | \$20.39 | \$21.01 | \$21.61 |
| 13  | Kitchen Lead I                                                                                                   | -       | -       | -       | -       | \$18.51 | \$19.14 | \$19.77 | \$20.40 | \$21.05 | \$21.66 | \$22.29 |
|     | <b>PARAPROFESSIONAL</b>                                                                                          |         |         |         |         |         |         |         |         |         |         |         |
| 56  | GSRP Paraprofessional<br>Bilingual Paraprofessional                                                              | -       | -       | -       | -       | \$16.64 | \$17.12 | \$17.61 | \$18.10 | \$18.57 | \$19.05 | \$21.67 |
| 26  | Paraprofessional/Special Education<br>Paraprofessional/Critical Language                                         | -       | -       | -       | -       | -       | -       | -       | -       | \$22.93 | \$23.67 | \$24.42 |
|     | <b>SKILLED TRADES</b>                                                                                            |         |         |         |         |         |         |         |         |         |         |         |
| 42  | Apprentice                                                                                                       | -       | -       | -       | -       | -       | -       | -       | \$20.43 | \$24.97 | \$29.50 | \$34.05 |
| 42  | Laborer                                                                                                          |         |         |         |         |         |         |         | \$20.43 | \$24.97 | \$29.50 | \$34.05 |
| 43  | Carpenter / Mason                                                                                                | -       | -       | -       | -       | -       | -       | -       | \$40.64 | \$42.34 | \$44.10 | \$45.94 |
| 44  | Motor Equipment Mechanic                                                                                         | -       | -       | -       | -       | -       | -       | -       | \$35.23 | \$37.09 | \$39.04 | \$41.11 |
| 45  | Electrician                                                                                                      | -       | -       | -       | -       | -       | -       | -       | \$50.36 | \$52.46 | \$54.65 | \$56.93 |
| 46  | Locksmith                                                                                                        | -       | -       | -       | -       | -       | -       | -       | \$34.64 | \$35.65 | \$37.12 | \$38.68 |
| 47  | Plumber                                                                                                          | -       | -       | -       | -       | -       | -       | -       | \$41.91 | \$43.67 | \$45.48 | \$47.39 |

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|    |                                                                                                                            |         |         |         |         |         |         |         |         |         |         |         |
|----|----------------------------------------------------------------------------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 48 | Structured Cabler                                                                                                          | -       | -       | -       | -       | -       | \$22.39 | \$24.63 | \$26.86 | \$29.10 | \$31.34 | \$33.58 |
|    | <b>TECHNICAL</b>                                                                                                           |         |         |         |         |         |         |         |         |         |         |         |
| 27 | Instructional Technician                                                                                                   | \$16.38 | \$17.90 | \$18.76 | \$19.71 | \$20.50 | \$21.30 | \$22.09 | \$22.90 | \$23.69 | \$24.49 | \$25.29 |
| 41 | Accounting Technician                                                                                                      | \$17.27 | \$20.15 | \$20.98 | \$22.04 | \$23.05 | \$24.07 | \$25.10 | \$26.13 | \$27.16 | \$28.18 | \$29.20 |
| 41 | Records Technician                                                                                                         | \$17.27 | \$20.15 | \$20.98 | \$22.04 | \$23.05 | \$24.07 | \$25.10 | \$26.13 | \$27.16 | \$28.18 | \$29.20 |
| 34 | Computer Technician Specialist                                                                                             | -       | -       | \$23.97 | \$25.28 | \$26.08 | \$26.87 | \$27.68 | \$28.48 | \$29.28 | \$30.06 | \$30.91 |
| 34 | Technology Support Analyst                                                                                                 | -       | -       | \$23.97 | \$25.28 | \$26.08 | \$26.87 | \$27.68 | \$28.48 | \$29.28 | \$30.06 | \$30.91 |
| 24 | Records Technician Specialist                                                                                              | \$21.36 | \$22.84 | \$23.97 | \$25.28 | \$26.08 | \$26.87 | \$27.68 | \$28.48 | \$29.28 | \$30.06 | \$30.91 |
| 55 | Payroll Specialist                                                                                                         | \$21.36 | \$22.84 | \$23.97 | \$25.28 | \$26.08 | \$26.87 | \$27.68 | \$28.48 | \$29.28 | \$30.06 | \$30.91 |
| 29 | Business Services Specialist                                                                                               | \$21.36 | \$22.84 | \$23.97 | \$25.28 | \$26.08 | \$26.87 | \$27.68 | \$28.48 | \$29.28 | \$30.06 | \$30.91 |
| 58 | Interpreter Technician                                                                                                     | -       | -       | -       | -       | -       | \$28.20 | \$28.83 | \$29.45 | \$30.10 | \$30.71 | \$31.36 |
| 52 | Computer Technician Specialist<br>Admin. Data Asst.                                                                        | \$21.62 | \$23.25 | \$24.54 | \$26.92 | \$27.55 | \$28.20 | \$28.83 | \$29.45 | \$30.10 | \$30.71 | \$31.36 |
|    |                                                                                                                            |         |         |         |         |         |         |         |         |         |         |         |
|    | <b>Noon Hour Supervisor amounts are based on the total foundation tie increase. MPSERs decrease does not apply to NHS.</b> |         |         |         |         |         |         |         |         |         |         |         |
| 49 | Noon Hour Supervisor                                                                                                       | -       | -       | -       | \$13.51 | \$13.63 | \$14.02 | \$14.31 | \$14.51 | \$14.51 | \$14.51 | \$14.51 |