

**Detroit Public Schools Community District and  
Organization of School Administrators and Supervisors**

**TENTATIVE AGREEMENT**

**"ADMINISTRATORS" REFERS TO MEMBERS OF THE BARGAINING UNIT  
REPRESENTED BY THE UNION**

**1. Compensation**

- a. For administrators at the top step of the salary schedule: ~~For administrators who were employed as of June 30, 2016, and are actively on the payroll as of December 1, 2016, WILL BE PAID 3.0% of their base salary shall be paid as an off-schedule bonus before December 25, 2016.~~
- b. For administrators not at the top of the salary schedule and eligible for increments: ~~For administrators who were employed as of June 30, 2016, and are actively on the payroll as of December 1, 2016, administrators shall be paid an amount equal to one increment to be paid as an off-schedule bonus before December 25, 2016.~~
- c. THE PARTIES ADOPT BY REFERENCE THE ATTACHED SCHEDULE OF COMPENSATION WHICH SHALL BE USED TO DETERMINE THE TOP OF THE SALARY SCHEDULE AND THE AMOUNT OF THE INCREMENT DUE.
- d. If the District receives additional local revenues in excess of \$12 million for the 2016-17 school year, excluding one-time payments, the increment payments above shall be on-schedule (i.e., administrators shall have moved one full step/increment on schedule). However, employees shall be maintained at their current salary level, and there shall be no additional compensation paid to such employees during the 2016-17 school year beyond the off-schedule bonus noted above; however, this increment increase shall be recognized in the negotiations for a successor collective bargaining agreement as having occurred in the 2016-17 school year.

2. **Holiday – Veteran's Day:** Veteran's Day is no longer District holiday. Bargaining unit members shall work a full day on Veteran's Day, Friday, November 11, 2016.

3. **THANKSGIVING:** For the 2016-2017 school year, bargaining unit members shall not work, but be paid one-half (1/2) day off with pay on the day before Thanksgiving, Wednesday, November 23, 2016. In addition, bargaining unit members may also use one-half (1/2) day vacation on November 23, 2016.

**4. Insurance**

The parties recognize a mutual interest in having the best health insurance available at an affordable cost. The parties agree to the adoption and implementation of the Health Insurance program agreed upon by the Coalition of Unions and DPSCD, as approved by the Financial Review Commission. It is agreed that the open enrollment period will be reduced as necessary to three or possibly two weeks or less to provide additional time for the execution by the insurance carrier for implementation for the plan year January 1,

2017 through December 31, 2017.

5. **Calendar:**

- a. The parties agree to the adopted and published calendar for the 2016-2017 school year.
- b. ~~THE WORK YEAR FOR ACADEMIC ENGAGEMENT OFFICERS AND DEANS WILL BE 202 DAYS INCLUSIVE OF SCHEDULED HOLIDAYS. INDIVIDUALS MAY ADJUST THEIR WORK YEAR AS NECESSARY TO MEET THIS OBLIGATION.~~ provided one "flex" day during the work year during which they shall not be required to report to their building, the day to be determined with the approval of their building principal.

6. **Information Requests:**

- a. The District will provide notice to the Union of the name, job position, work location, salary, and address (home and email address if available) of the new bargaining unit member new member at the time that the District sends out its assignment letter to the new bargaining unit member.
  - b. A roster of names of bargaining unit members shall be provided to the Union UPON REQUEST BUT NO LESS FREQUENTLY THAN twice each year, beginning approximately November 1, 2016 and April 1, 2017, and every November 1 and April 1 thereafter. ~~THE LIST WILL CONTAIN , at which time the District shall submit to the Union office a profile of each member of the bargaining unit which will include the name, contact information (including address, phone number, and email address as available), work location, and salary. This profile will be categorized alphabetically and/or by other relevant category.~~
7. Job postings: The District will provide job postings for new positions to the Union prior to public posting.
8. The contract provisions of the current MOST RECENT collective bargaining agreement not otherwise set forth or amended above shall continue IN EFFECT
9. This tentative agreement is contingent upon the approval of the Transition Manager and the Financial Review Commission, and upon ratification by the Union.

10. This Agreement shall be effective as of July 1, 2016 and shall continue in effect until the initial elected Detroit Public Schools Community District school board takes office, and thereafter until June 30, 2017, subject to the limitations in MCL 380.12(b)(3).

For District:

*Lamont Satoh*

For the Union:

*Albert M. Lewis-Okun*

Dated:

*October 21, 2016*

Dated:

*October 21, 2016*

Approved:

*S Rhodes*  
Judge Steven Rhodes, Transition Manager

*10/24/16*  
Date

**DETROIT PUBLIC SCHOOLS**  
**OSAS Salary Schedule C for 40 Week Employees**  
**Effective August 11, 2012 through August 10, 2013 (2% wage concession)**

Pay Class Code	Position Code	Description	Degree	Daily Rates			Biweekly Rates - 22 Pays			Biweekly Rates - 26 Pays			Annual Rates		
				Minimum	Maximum	Increment	Minimum	Maximum	Increment	Minimum	Maximum	Increment	Minimum	Maximum	Increment
CAEA		Academic Engagement Administr	Masters	312.962	312.962	-	2,845.10	2,845.10	2,407.40	2,407.40	2,407.40	79,450.00	79,450.00	-	
CAEA		Academic Engagement Administr	Masters + 30	316.462	316.462	-	2,876.92	2,876.92	2,434.32	2,434.32	2,434.32	80,450.00	80,450.00	-	
CAEA		Academic Engagement Administr	Doctorate	317.962	317.962	-	2,890.56	2,890.56	2,445.86	2,445.86	2,445.86	80,658.00	80,658.00	-	
1000	010	Administrative Assistant	Masters	234.625	302.780	14.035	2,132.95	2,752.55	1,804.81	2,329.08	2,329.08	46,925.00	60,556.00	2,807.00	
1000	010	Administrative Assistant	Masters + 30	238.125	306.280	14.035	2,164.77	2,784.36	1,831.73	2,356.00	2,356.00	47,625.00	61,256.00	2,807.00	
1000	010	Administrative Assistant	Doctorate	239.625	307.780	14.035	2,178.41	2,798.00	1,843.27	2,367.54	2,367.54	47,925.00	61,556.00	2,807.00	
C060		Admin Mgr / Attend Coord	Masters	224.940	294.840	14.035	2,044.91	2,680.36	1,730.31	2,268.00	2,268.00	44,988.00	58,968.00	2,807.00	
C060		Admin Mgr / Attend Coord	Masters + 30	228.440	298.340	14.035	2,076.73	2,712.18	1,757.23	2,294.92	2,294.92	45,688.00	59,668.00	2,807.00	
C060		Admin Mgr / Attend Coord	Doctorate	229.940	299.840	14.035	2,090.36	2,725.82	1,768.77	2,306.46	2,306.46	45,988.00	59,968.00	2,807.00	
1400		Athletic Coordinator	Masters	288.090	367.680	-	2,619.00	3,342.55	2,216.08	2,828.31	2,828.31	57,618.00	73,536.00	-	
1400		Athletic Coordinator	Masters + 30	291.590	371.180	-	2,660.82	3,374.36	2,243.00	2,855.23	2,855.23	58,318.00	74,236.00	-	
1400		Athletic Coordinator	Doctorate	293.090	372.680	-	2,664.45	3,388.00	2,254.54	2,866.77	2,866.77	58,618.00	74,536.00	-	
1410		Career Tech Center Coordinator	Masters	288.090	367.680	-	2,619.00	3,342.55	2,216.08	2,828.31	2,828.31	57,618.00	73,536.00	-	
1410		Career Tech Center Coordinator	Masters + 30	291.590	371.180	-	2,650.82	3,374.36	2,243.00	2,855.23	2,855.23	58,318.00	74,236.00	-	
1410		Career Tech Center Coordinator	Doctorate	293.090	372.680	-	2,664.45	3,388.00	2,254.54	2,866.77	2,866.77	58,618.00	74,536.00	-	
1450	119	Coordinator	Masters	245.180	312.920	14.035	2,228.91	2,844.73	1,886.00	2,407.08	2,407.08	49,036.00	62,584.00	2,807.00	
1450	119	Coordinator	Masters + 30	248.680	316.420	14.035	2,260.73	2,876.55	1,912.92	2,434.00	2,434.00	49,736.00	63,284.00	2,807.00	
1450	119	Coordinator	Doctorate	250.180	317.920	14.035	2,274.36	2,890.18	1,924.46	2,445.54	2,445.54	50,036.00	63,584.00	2,807.00	
1550	072	Curricular Leader	Masters	247.230	317.895	14.035	2,247.55	2,889.95	1,901.77	2,445.35	2,445.35	49,446.00	63,579.00	2,807.00	
1550	072	Curricular Leader	Masters + 30	250.730	321.395	14.035	2,279.36	2,921.77	1,928.69	2,472.27	2,472.27	50,146.00	64,279.00	2,807.00	
1550	072	Curricular Leader	Doctorate	252.230	322.895	14.035	2,293.00	2,935.41	1,940.23	2,483.81	2,483.81	50,446.00	64,579.00	2,807.00	
		Curriculum Coordinator	Masters	Step 1	241.916		Step 1	2,199.23	Step 1	1,860.89	Step 1	50,383.10			
		Curriculum Coordinator	Masters	Step 2	265.599		Step 2	2,414.54	Step 2	2,043.07	Step 2	55,119.80			
		Curriculum Coordinator	Masters	Step 3	289.283		Step 3	2,629.84	Step 3	2,225.25	Step 3	59,856.50			
		Curriculum Coordinator	Masters	Step 4	312.962		Step 4	2,845.10	Step 4	2,407.40	Step 4	64,592.30			
		Curriculum Coordinator	Masters + 30	Step 1	245.416		Step 1	2,231.05	Step 1	1,887.81	Step 1	51,083.10			
		Curriculum Coordinator	Masters + 30	Step 2	269.099		Step 2	2,446.35	Step 2	2,069.99	Step 2	55,819.80			
		Curriculum Coordinator	Masters + 30	Step 3	292.783		Step 3	2,661.66	Step 3	2,252.17	Step 3	60,556.50			
		Curriculum Coordinator	Masters + 30	Step 4	316.462		Step 4	2,876.92	Step 4	2,434.32	Step 4	65,292.30			
		Curriculum Coordinator	Doctorate	Step 1	246.916		Step 1	2,244.69	Step 1	1,899.35	Step 1	51,383.10			
		Curriculum Coordinator	Doctorate	Step 2	270.599		Step 2	2,459.99	Step 2	2,081.53	Step 2	56,119.80			
		Curriculum Coordinator	Doctorate	Step 3	294.283		Step 3	2,675.30	Step 3	2,263.71	Step 3	60,856.50			
		Curriculum Coordinator	Doctorate	Step 4	317.962		Step 4	2,890.56	Step 4	2,445.86	Step 4	65,592.30			
1560	070	Curriculum Leader	Masters	Step 1	241.916		Step 1	2,199.23	Step 1	1,860.89	Step 1	48,383.10			
		Curriculum Leader	Masters	Step 2	265.599		Step 2	2,414.54	Step 2	2,043.07	Step 2	53,119.80			
		Curriculum Leader	Masters	Step 3	289.283		Step 3	2,629.84	Step 3	2,225.25	Step 3	57,856.50			
		Curriculum Leader	Masters	Step 4	312.962		Step 4	2,845.10	Step 4	2,407.40	Step 4	62,592.30			

An 8% percent wage concession was agreed to and included in the current OSAS Collective Bargaining Agreement. The 2% concession reflects the actual modification to the CBA required to address the financial emergency.

**DETROIT PUBLIC SCHOOLS**  
**OSAS Salary Schedule C for 40 Week Employees**  
**Effective August 11, 2012 through August 10, 2013 (2% wage concession)**

Pay Class Code	Position Code	Description	Degree	Daily Rates			Biweekly Rates - 22 Pays				Biweekly Rates - 26 Pays				Annual Rates		
				Minimum	Maximum	Increment	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Increment		
1560	070	Curriculum Leader	Masters + 30	Step 1	245,416	-	2,231.05	2,231.05	1,887.81	Step 1	1,887.81	Step 1	1,887.81	Step 1	49,083.10		
				Step 2	269,099	-	2,446.35	2,446.35	2,069.99	Step 2	2,069.99	Step 2	2,069.99	Step 2	53,819.80		
				Step 3	292,783	-	2,661.66	2,661.66	2,252.17	Step 3	2,252.17	Step 3	2,252.17	Step 3	58,556.50		
				Step 4	316,462	-	2,876.92	2,876.92	2,434.32	Step 4	2,434.32	Step 4	2,434.32	Step 4	63,292.30		
1560	070	Curriculum Leader	Doctorate	Step 1	246,916	-	2,244.69	2,244.69	1,899.35	Step 1	1,899.35	Step 1	1,899.35	Step 1	49,383.10		
				Step 2	270,599	-	2,459.99	2,459.99	2,081.53	Step 2	2,081.53	Step 2	2,081.53	Step 2	54,119.80		
				Step 3	294,283	-	2,675.30	2,675.30	2,263.71	Step 3	2,263.71	Step 3	2,263.71	Step 3	58,856.50		
				Step 4	317,962	-	2,890.56	2,890.56	2,445.86	Step 4	2,445.86	Step 4	2,445.86	Step 4	63,592.30		
1440		Dean of Students - High School	Masters + 30	279,025	387,765	-	2,536.59	3,525.14	2,982.81	2,146.35	2,982.81	55,805.00	77,553.00	-			
				282,525	391,265	-	2,568.41	3,556.95	3,009.73	2,173.27	3,009.73	56,505.00	78,253.00	-			
				284,025	392,765	-	2,582.05	3,570.59	3,021.27	2,184.81	3,021.27	56,805.00	78,553.00	-			
				224,940	294,840	14,035	2,044.91	2,680.36	1,730.31	1,730.31	2,268.00	44,988.00	58,968.00	2,807.00			
1570	080	Dept. Head, Asst.	Masters + 30	228,440	298,340	14,035	2,076.73	2,712.18	1,757.23	1,757.23	2,294.92	45,688.00	59,668.00	2,807.00			
				229,940	299,840	14,035	2,090.36	2,725.82	1,768.77	1,768.77	2,306.46	45,988.00	59,968.00	2,807.00			
				237,195	308,065	14,035	2,156.32	2,800.59	1,824.58	1,824.58	2,369.73	47,439.00	61,613.00	2,807.00			
				240,695	311,565	14,035	2,188.14	2,832.41	1,851.50	1,851.50	2,396.65	48,139.00	62,313.00	2,807.00			
1580	271	Diagnostician, Reading	Doctorate	242,195	313,065	14,035	2,201.77	2,846.05	1,863.04	1,863.04	2,408.19	48,439.00	62,613.00	2,807.00			
				241,916	312,786	-	2,199.23	2,845.10	1,860.89	1,860.89	2,407.40	48,139.00	62,313.00	2,807.00			
				265,599	329,283	-	2,414.54	2,629.84	2,043.07	2,043.07	2,225.25	53,119.80	67,856.50	2,807.00			
				289,283	352,783	-	2,629.84	2,845.10	2,252.25	2,252.25	2,434.32	57,856.50	72,592.30	2,807.00			
1480		Elementary Staff Coordinator	Masters + 30	Step 1	245,416	-	2,231.05	2,231.05	1,887.81	Step 1	1,887.81	Step 1	1,887.81	Step 1	49,083.10		
				Step 2	269,099	-	2,446.35	2,446.35	2,069.99	Step 2	2,069.99	Step 2	2,069.99	Step 2	53,819.80		
				Step 3	292,783	-	2,661.66	2,661.66	2,252.17	Step 3	2,252.17	Step 3	2,252.17	Step 3	58,556.50		
				Step 4	316,462	-	2,876.92	2,876.92	2,434.32	Step 4	2,434.32	Step 4	2,434.32	Step 4	63,292.30		
1480		Elementary Staff Coordinator	Doctorate	Step 1	246,916	-	2,244.69	2,244.69	1,899.35	Step 1	1,899.35	Step 1	1,899.35	Step 1	49,383.10		
				Step 2	270,599	-	2,459.99	2,459.99	2,081.53	Step 2	2,081.53	Step 2	2,081.53	Step 2	54,119.80		
				Step 3	294,283	-	2,675.30	2,675.30	2,263.71	Step 3	2,263.71	Step 3	2,263.71	Step 3	58,856.50		
				Step 4	317,962	-	2,890.56	2,890.56	2,445.86	Step 4	2,445.86	Step 4	2,445.86	Step 4	63,592.30		
1420		Guidance Coordinator	Masters + 30	288,090	367,680	-	2,619.00	3,342.55	2,216.08	2,216.08	2,828.31	57,618.00	73,536.00	-			
				291,590	371,180	-	2,650.82	3,374.36	2,243.00	2,243.00	2,855.23	58,318.00	74,236.00	-			
				293,090	372,680	-	2,664.45	3,388.00	2,254.54	2,254.54	2,866.77	58,618.00	74,536.00	-			
0050	522	Head Teacher, Com'l Foods	Masters + 30	215,325	283,365	14,035	1,957.50	2,576.05	1,656.35	1,656.35	2,179.73	43,065.00	56,673.00	2,807.00			
				218,825	286,865	14,035	1,989.32	2,607.86	1,683.27	1,683.27	2,206.65	43,765.00	57,373.00	2,807.00			
				220,325	288,365	14,035	2,002.95	2,621.50	1,694.81	1,694.81	2,216.19	44,065.00	57,673.00	2,807.00			
1430	1430	School Achievement Coordinator	Masters + 30	288,090	367,680	-	2,619.00	3,342.55	2,216.08	2,216.08	2,828.31	57,618.00	73,536.00	-			
				291,590	371,180	-	2,650.82	3,374.36	2,243.00	2,243.00	2,855.23	58,318.00	74,236.00	-			
				293,090	372,680	-	2,664.45	3,388.00	2,254.54	2,254.54	2,866.77	58,618.00	74,536.00	-			

An 8% percent wage concession was agreed to and included in the current OSAS Collective Bargaining Agreement. The 2% concession reflects the actual modification to the CBA required to address the financial emergency.

**DETROIT PUBLIC SCHOOLS**  
**OSAS Salary Schedule C for 40 Week Employees**  
**Effective August 11, 2012 through August 10, 2013 (2% wage concession)**

Pay Class Code	Position Code	Description	Degree	Daily Rates			Biweekly Rates - 22 Pays		Biweekly Rates - 26 Pays		Annual Rates	
				Minimum	Maximum	Increment	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
2280	321	Specialist, School for Deaf	Masters	Step 1	241,916		Step 1	2,199.23	Step 1	1,860.89	Step 1	48,383.10
				Step 2	265,599		Step 2	2,414.54	Step 2	2,043.07	Step 2	53,119.80
				Step 3	289,283		Step 3	2,629.84	Step 3	2,225.25	Step 3	57,856.50
				Step 4	312,962		Step 4	2,845.10	Step 4	2,407.40	Step 4	62,592.30
2280	321	Specialist, School for Deaf	Masters + 30	Step 1	245,416		Step 1	2,231.05	Step 1	1,887.81	Step 1	49,083.10
				Step 2	269,099		Step 2	2,446.35	Step 2	2,069.99	Step 2	53,819.80
				Step 3	292,783		Step 3	2,661.66	Step 3	2,252.17	Step 3	58,556.50
				Step 4	316,462		Step 4	2,876.92	Step 4	2,434.32	Step 4	63,292.30
2280	321	Specialist, School for Deaf	Doctorate	Step 1	246,916		Step 1	2,244.69	Step 1	1,899.35	Step 1	49,383.10
				Step 2	270,599		Step 2	2,459.99	Step 2	2,081.53	Step 2	54,119.80
				Step 3	294,283		Step 3	2,675.30	Step 3	2,263.71	Step 3	58,856.50
				Step 4	317,962		Step 4	2,890.56	Step 4	2,445.86	Step 4	63,592.30
2380	370	Supervisor	Masters + 30	Step 1	287,587	14,038	Step 1	2,599.35	Step 1	2,225.12	Step 1	67,583.00
				Step 2	291,087	14,038	Step 2	2,630.98	Step 2	2,256.75	Step 2	68,405.50
				Step 3	292,587	14,038	Step 3	2,644.54	Step 3	2,270.31	Step 3	68,758.00
2380	370	Supervisor	Doctorate	Step 4	361,821	14,038	Step 4	2,644.54	Step 4	2,270.31	Step 4	85,028.00

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**DETROIT PUBLIC SCHOOLS**  
**OSAS Salary Schedule C for 40 Week Employees**  
**Effective August 11, 2012 through August 10, 2013 (2% wage concession)**

Pay Class Code	Position Code	Description	Daily Rates		
			Minimum	Maximum	Increment
7160	101	Admin Asst, Extended Work	234.625	302.780	14.035
7090	030	Coordinator, Extended Work	245.180	312.920	14.035
7140	070	Curriculum Leader, Ext Work	Step 1	241.916	
			Step 2	265.599	
			Step 3	289.283	
			Step 4	312.962	
7030	370	Supervisor, Extended Work	287.587	356.821	14.038

An 8% percent wage concession was agreed to and included in the current OSAS Collective Bargaining Agreement. The 2% concession reflects the actual modification to the CBA required to address the financial emergency.

**DETROIT PUBLIC SCHOOLS**  
**OSAS Salary Schedule C for 52 Week Employees**  
**Effective July 3, 2012 through June 30, 2013 (2% wage concession)**

Pay Class Code	Position Code	Description	Degree	Daily Rates			Biweekly Rates			Annual Rates		
				Minimum	Maximum	Increment	Minimum	Maximum	Increment	Minimum	Maximum	Increment
1320	117	Accountant	Masters + 30	135,665	209,354	7,015	1,356.65	2,093.54	70.15	35,273.00	54,432.00	1,824.00
1320	117	Accountant	Doctorate	138,981	212,669	7,015	1,389.81	2,126.69	70.15	36,135.00	55,294.00	1,824.00
1320	117	Accountant	Doctorate	140,400	214,088	7,015	1,404.00	2,140.88	70.15	36,504.00	55,663.00	1,824.00
1020	106	Accountant, Principal	Masters + 30	248,477	317,769	9,446	2,484.77	3,177.69	94.46	64,604.00	82,620.00	2,456.00
1020	106	Accountant, Principal	Doctorate	251,792	321,085	9,446	2,517.92	3,210.85	94.46	65,466.00	83,482.00	2,456.00
1020	106	Accountant, Principal	Doctorate	253,212	322,504	9,446	2,532.12	3,225.04	94.46	65,835.00	83,851.00	2,456.00
1330	118	Auditor	Masters + 30	135,665	209,354	7,015	1,356.65	2,093.54	70.15	35,273.00	54,432.00	1,824.00
1330	118	Auditor	Doctorate	138,981	212,669	7,015	1,389.81	2,126.69	70.15	36,135.00	55,294.00	1,824.00
1330	118	Auditor	Doctorate	140,400	214,088	7,015	1,404.00	2,140.88	70.15	36,504.00	55,663.00	1,824.00
1030	114	Auditor, Principal	Masters + 30	248,477	317,769	9,446	2,484.77	3,177.69	94.46	64,604.00	82,620.00	2,456.00
1030	114	Auditor, Principal	Doctorate	251,792	321,085	9,446	2,517.92	3,210.85	94.46	65,466.00	83,482.00	2,456.00
1030	114	Auditor, Principal	Doctorate	253,212	322,504	9,446	2,532.12	3,225.04	94.46	65,835.00	83,851.00	2,456.00
1340	119	Budget Analyst	Masters + 30	135,665	209,354	7,015	1,356.65	2,093.54	70.15	35,273.00	54,432.00	1,824.00
1340	119	Budget Analyst	Doctorate	138,981	212,669	7,015	1,389.81	2,126.69	70.15	36,135.00	55,294.00	1,824.00
1340	119	Budget Analyst	Doctorate	140,400	214,088	7,015	1,404.00	2,140.88	70.15	36,504.00	55,663.00	1,824.00
6260	067	Chief of Security, Assistant	Masters + 30	165,877	190,619	12,427	1,658.77	1,906.19	124.27	43,128.00	49,561.00	3,231.00
6260	067	Chief of Security, Assistant	Doctorate	169,192	193,935	12,427	1,691.92	1,939.35	124.27	43,990.00	50,423.00	3,231.00
1140	066	Chief of Security, Deputy	Masters + 30	170,612	195,354	12,427	1,706.12	1,953.54	124.27	44,359.00	50,792.00	3,231.00
1140	066	Chief of Security, Deputy	Doctorate	232,085	295,015	12,427	2,320.85	2,950.15	124.27	60,342.00	76,704.00	3,231.00
1140	066	Chief of Security, Deputy	Doctorate	235,400	298,331	12,427	2,354.00	2,983.31	124.27	61,204.00	77,566.00	3,231.00
1590	090	Director	Masters + 30	236,819	299,750	12,427	2,368.19	2,997.50	124.27	61,573.00	77,935.00	3,231.00
1590	090	Director	Doctorate	287,842	347,692	12,427	2,878.42	3,476.92	124.27	74,839.00	90,400.00	3,231.00
6270	068	Field Supervisor (Security)	Masters + 30	291,158	351,008	12,427	2,911.58	3,510.08	124.27	75,701.00	91,262.00	3,231.00
6270	068	Field Supervisor (Security)	Doctorate	292,577	352,427	12,427	2,925.77	3,524.27	124.27	76,070.00	91,631.00	3,231.00
2550	410	Head Teacher, Apprentice	Masters + 30	152,346	165,877	12,427	1,523.46	1,658.77	124.27	39,610.00	43,128.00	3,231.00
2550	410	Head Teacher, Apprentice	Doctorate	155,662	169,192	12,427	1,556.62	1,691.92	124.27	40,472.00	43,990.00	3,231.00
2550	410	Head Teacher, Apprentice	Doctorate	157,081	170,612	12,427	1,570.81	1,706.12	124.27	40,841.00	44,359.00	3,231.00
6310	409	Investigator	Masters + 30	197,931	261,246	12,427	1,979.31	2,612.46	124.27	51,462.00	67,924.00	3,231.00
6310	409	Investigator	Doctorate	201,246	264,562	12,427	2,012.46	2,645.62	124.27	52,324.00	68,786.00	3,231.00
6310	409	Investigator	Doctorate	202,665	265,981	12,427	2,026.65	2,659.81	124.27	52,693.00	69,155.00	3,231.00
2040	079	Naval JROTC Dept. Head	Masters + 30	152,346	165,877	12,427	1,523.46	1,658.77	124.27	39,610.00	43,128.00	3,231.00
C030	023 & 024	Program Associate I	Doctorate	155,662	169,192	12,427	1,556.62	1,691.92	124.27	40,472.00	43,990.00	3,231.00
C030	023 & 024	Program Associate I	Doctorate	157,081	170,612	12,427	1,570.81	1,706.12	124.27	40,841.00	44,359.00	3,231.00
C030	023 & 024	Program Associate I	Doctorate	239,496	299,496	-	2,394.96	2,394.96	-	62,269.00	62,269.00	-
C030	023 & 024	Program Associate I	Doctorate	212,869	275,823	12,427	2,128.69	2,758.23	124.27	55,346.00	71,714.00	3,231.00
C030	023 & 024	Program Associate I	Doctorate	216,185	279,138	12,427	2,161.85	2,791.38	124.27	56,208.00	72,576.00	3,231.00
C030	023 & 024	Program Associate I	Doctorate	217,604	280,558	12,427	2,176.04	2,805.58	124.27	56,577.00	72,945.00	3,231.00

An 8% percent wage concession was agreed to and included in the current OSAS Collective Bargaining Agreement. The 2% concession reflects the actual modification to the CBA required to address the financial emergency.



**DETROIT PUBLIC SCHOOLS**  
**OSAS Salary Schedule C for 52 Week Employees**  
**Effective July 3, 2012 through June 30, 2013 (2% wage concession)**

Pay Class Code	Position Code	Description	Degree	Daily Rates			Biweekly Rates			Annual Rates		
				Minimum	Maximum	Increment	Minimum	Maximum	Increment	Minimum	Maximum	Increment
1060	011	Prg. Assoc. I (Admin. Asst)	Masters + 30	232,085	295,015	12,427	2,320.85	2,950.15	124.27	60,342.00	76,704.00	3,231.00
1060	011	Prg. Assoc. I (Admin. Asst)	Doctorate	235,400	298,331	12,427	2,354.00	2,983.31	124.27	61,204.00	77,566.00	3,231.00
1060	011	Prg. Assoc. I (Admin. Asst)	Doctorate	236,819	299,750	12,427	2,368.19	2,997.50	124.27	61,573.00	77,935.00	3,231.00
1470	029	Prg. Assoc. I (Equal Employ. Opp.)	Masters + 30	232,085	295,015	12,427	2,320.85	2,950.15	124.27	60,342.00	76,704.00	3,231.00
1470	029	Prg. Assoc. I (Equal Employ. Opp.)	Doctorate	235,400	298,331	12,427	2,354.00	2,983.31	124.27	61,204.00	77,566.00	3,231.00
1470	029	Prg. Assoc. I (Equal Employ. Opp.)	Doctorate	236,819	299,750	12,427	2,368.19	2,997.50	124.27	61,573.00	77,935.00	3,231.00
1490	039	Prg. Assoc. I (Field Coord. School Comm.)	Masters + 30	225,154	287,688	12,427	2,251.54	2,876.88	124.27	58,540.00	74,799.00	3,231.00
1490	039	Prg. Assoc. I (Field Coord. School Comm.)	Doctorate	228,469	291,004	12,427	2,284.69	2,910.04	124.27	59,402.00	75,661.00	3,231.00
1490	039	Prg. Assoc. I (Field Coord. School Comm.)	Doctorate	229,888	292,423	12,427	2,298.88	2,924.23	124.27	59,771.00	76,030.00	3,231.00
2070	290	Prg. Assoc. I (Research Assistant)	Masters + 30	220,065	283,015	12,427	2,200.65	2,830.15	124.27	57,217.00	73,584.00	3,231.00
2070	290	Prg. Assoc. I (Research Assistant)	Doctorate	223,381	286,331	12,427	2,233.81	2,863.31	124.27	58,079.00	74,446.00	3,231.00
2070	290	Prg. Assoc. I (Research Assistant)	Doctorate	224,800	287,750	12,427	2,248.00	2,877.50	124.27	58,448.00	74,815.00	3,231.00
2060	291	Prg. Assoc. I (Research Associate)	Masters + 30	232,085	295,015	12,427	2,320.85	2,950.15	124.27	60,342.00	76,704.00	3,231.00
2060	291	Prg. Assoc. I (Research Associate)	Doctorate	235,400	298,331	12,427	2,354.00	2,983.31	124.27	61,204.00	77,566.00	3,231.00
2060	291	Prg. Assoc. I (Research Associate)	Doctorate	236,819	299,750	12,427	2,368.19	2,997.50	124.27	61,573.00	77,935.00	3,231.00
2300	038	Prg. Assoc. I (Sr. Contract Rel. Spec.)	Masters + 30	218,646	277,069	12,427	2,186.46	2,770.69	124.27	56,848.00	72,038.00	3,231.00
2300	038	Prg. Assoc. I (Sr. Contract Rel. Spec.)	Doctorate	221,962	280,385	12,427	2,219.62	2,803.85	124.27	57,710.00	72,900.00	3,231.00
2300	038	Prg. Assoc. I (Sr. Contract Rel. Spec.)	Doctorate	223,381	281,804	12,427	2,233.81	2,818.04	124.27	58,079.00	73,269.00	3,231.00
C040	671 & 676	Program Associate II	< Masters	144,381	230,750	12,427	1,443.81	2,307.50	124.27	37,539.00	59,995.00	3,231.00
C040	671 & 676	Program Associate II	Masters	151,512	237,377	12,427	1,515.12	2,373.77	124.27	39,393.00	61,718.00	3,231.00
C040	671 & 676	Program Associate II	Masters + 30	154,827	240,692	12,427	1,548.27	2,406.92	124.27	40,255.00	62,580.00	3,231.00
C040	671 & 676	Program Associate II	Doctorate	156,246	242,112	12,427	1,562.46	2,421.12	124.27	40,624.00	62,949.00	3,231.00
C041		Program Associate II (Non-Exempt)	< Masters	144,381	230,750	12,427	1,443.81	2,307.50	124.27	37,539.00	59,995.00	3,231.00
C041		Program Associate II (Non-Exempt)	Masters	151,512	237,377	12,427	1,515.12	2,373.77	124.27	39,393.00	61,718.00	3,231.00
C041		Program Associate II (Non-Exempt)	Masters + 30	154,827	240,692	12,427	1,548.27	2,406.92	124.27	40,255.00	62,580.00	3,231.00
C041		Program Associate II (Non-Exempt)	Doctorate	156,246	242,112	12,427	1,562.46	2,421.12	124.27	40,624.00	62,949.00	3,231.00
C020	063 & 078	Program Supervisor	Masters + 30	258,577	320,288	12,427	2,585.77	3,202.88	124.27	67,230.00	83,275.00	3,231.00
C020	063 & 078	Program Supervisor	Doctorate	261,892	323,604	12,427	2,618.92	3,236.04	124.27	68,092.00	84,137.00	3,231.00
C020	063 & 078	Program Supervisor	Doctorate	263,312	325,023	12,427	2,633.12	3,250.23	124.27	68,461.00	84,506.00	3,231.00
C010	371	Program Supervisor (12 Months)	Masters + 30	265,465	329,373	12,427	2,654.65	3,293.73	124.27	69,021.00	85,637.00	3,231.00
C010	371	Program Supervisor (12 Months)	Doctorate	268,781	332,688	12,427	2,687.81	3,326.88	124.27	69,883.00	86,499.00	3,231.00
C010	371	Program Supervisor (12 Months)	Doctorate	270,200	334,108	12,427	2,702.00	3,341.08	124.27	70,252.00	86,868.00	3,231.00
1500	184	Unit Head Acting Emerg.	Masters + 30	287,842	287,842	-	2,878.42	2,878.42	-	74,839.00	74,839.00	-
1500	184	Unit Head Acting Emerg.	Doctorate	291,158	291,158	-	2,911.58	2,911.58	-	75,701.00	75,701.00	-
1500	184	Unit Head Acting Emerg.	Doctorate	292,577	292,577	-	2,925.77	2,925.77	-	76,070.00	76,070.00	-

An 8% percent wage concession was agreed to and included in the current OSAS Collective Bargaining Agreement. The 2% concession reflects the actual modification to the CBA required to address the financial emergency.

**DETROIT PUBLIC SCHOOLS  
 OSAS Salary Schedule C for Adult Education Employees  
 Effective August 11, 2012 through August 10, 2013 (2% wage concession)**

Pay Class Code	Position Code	Description	Hourly
8990	030	Coordinator - Alternate Position	23.61

An 8% percent wage concession was agreed to and included in the current OSAS Collective Bargaining Agreement. The 2% concession reflects the actual modification to the CBA required to address the financial emergency.

**DETROIT PUBLIC SCHOOLS  
OSAS Salary Schedule C for Workshops  
Effective July 3, 2012 through June 30, 2013**

Description	Hourly
Consultant / Director	44.37
Participant	23.82

Per Labor Relations, workshop rates are exempt from wage concessions.

**DETROIT PUBLIC SCHOOLS**  
**OSAS Salary Schedule C for Athletic Events - Supervisory Duties**  
**Effective July 3, 2012 through June 30, 2013**

	Description	Stipend
	Athletic Events - Supervisory Duties	4,058

Per Labor Relations, athletic stipends are exempt from wage concessions.

**DETROIT PUBLIC SCHOOLS**  
**OSAS Salary Schedule L for Adult Education / Summer School Employees**  
**Related for Salary Rate Purposes to Salary Schedule C**  
**Effective August 11, 2012 through August 10, 2013 (10% wage concession)**

Pay Class Code	Position Code	Description	Hourly	Daily
0520	070	Dept. Head, Adult Education	25.25	
7580	070	Dept. Head, Summer School	25.25	
2400	370	Supervisor - Adult Education	27.97	
7490	372	Supervisor - Summer School	28.22	
7710	370	Supervisor - Summer School	28.22	112.88

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