

**SUBJECT:**                    **PROFESSIONAL STAFF CONTRACTS AND  
COMPENSATION PLANS**

**Supersedes:**

**Effective:**                    January 8, 2009

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**Approved by:**                Detroit Board of Education

**1.0    Policy**

The Board recognizes that sound compensation plans – which include adequate base salary, incentives for professional growth, and employee benefits – are necessary to attract and hold highly qualified and able men and women to administer, and to provide effective instruction in the Detroit public schools.

Contracts of employment between the Board and individual employees will be issued to all professional personnel. In content and duration, the contracts will meet the requirements of state law.

In accordance with law, the Board negotiates master contracts with recognized collective bargaining units. The contracts cover salaries, benefits, and conditions of employment for employees who are represented by the Detroit Federation of Teachers and the Organization of School Administrators and Supervisors.

**Attachments to Policy 7.19:**                None

**See also:**                        None

**Legal References:**    MCLA § 380.471a  
                                  MCLA § 380.1231  
                                  MCLA § 38.71 *et seq*  
                                  MCLA § 423.201 *et seq*

**Labor Contract References:**

See all applicable collective bargaining agreements