

new fiscal year, the employee's salary shall be adjusted to the maximum salary of the previous fiscal year at the lower pay grade. Employee's adjudicated pursuant to this procedure (B-6, E.) shall be eligible for subsequent salary enhancements provided such enhancement will not exceed maximum.

In light of the impending budgetary concerns, all compensation provisions and effective dates for salary changes should be reviewed and discussed, resulting in an amendment to the MEP, if determined by the School Board in consultation with the Superintendent to be necessary.

One provision recommended for review, discussion and potential amendment is B-6E. This provision allows an affected administrator whose current salary is above the maximum of the new pay grade to retain his or her salary until the end of the fiscal year. In light of budgetary concerns, an amendment to have the salary change upon Board action seems fiscally prudent. Other provisions set forth in Section B should also be reviewed and discussed, including B-5.D which provides for an automatic 9% increase for promotions subject to an unusual circumstances provision.

ACTION PROPOSED BY

MS. PERLA TABARES HANTMAN:

That The School Board of Miami-Dade County, Florida:

1) review and discuss procedures in Section B Compensation System of the document, Manual of Procedures for Managerial Exempt Personnel (MEP), which is incorporated by reference and is a part of School Board Rule 6Gx13-4D-1.022; and

2) authorize the Superintendent, if appropriate, to amend Section B Compensation System of the aforementioned document, Agenda Item A-6, which is presented for Initial Reading at today's meeting, in order to reflect the amended language at its Final Reading on January 16, 2002.

REVISED

December 11, 2001

Ms. Perla Tabares Hantman, Chair

SUBJECT: DISCUSSION OF PROVISIONS SET FORTH IN THE MANUAL OF PROCEDURES FOR MANAGERIAL EXEMPT PERSONNEL (MEP), SCHOOL BOARD RULE 6GX13-4D-1.022, COMPENSATION AND RELATED BENEFITS

As provided in School Board Rule 6Gx13-4D-1.022, Compensation and Related Benefits, as specifically set forth in the Manual of Procedures for Managerial Exempt Personnel (MEP), the Superintendent has the authority to reorganize administrative staff.

Section B of the Rule sets forth the compensation system for managerial exempt employees, including initial appointment compensation, compensation increases, compensation upon downward adjustment, compensation upon transfer or lateral reassignment and compensation for part-time/hourly employment. Section B of the Rule will be provided to the Board under separate cover.

Section B-9 Effective Date of Salary Changes states:

“the effective date of all salary changes provided for in this section shall be established by the School Board.”

Additionally, B-6.E provides the following:

- E. When a shortage of funds or reorganization results in a reduction-in-force, a change in staffing patterns, or reclassifications of positions initiated by the Superintendent in the course of reorganization, it shall be accomplished by placing an administrator in a position based upon the procedures specified in B-10(A) and (B). If the employee's salary is below the maximum for the lower pay grade, the employee will be placed on the salary schedule at their current salary. If the employee's current salary is above the maximum of the new pay grade, he/she shall be frozen at his/her salary level for the balance of the fiscal year. Effective July 1 of the

**REVISED
REPLACEMENT**

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