

Office of School Board Members
Board Meeting of January 15, 2003

January 10, 2003

Frank J. Bolaños, Member

SUBJECT: NON-UNION EMPLOYEE SALARY INCREASES

The School Board of Miami-Dade County recognizes the importance of appropriate compensation for all employees, who on a daily basis improve our community by helping educate our children.

The administration is currently engaged in good faith efforts to negotiate compensation with the collective bargaining units.

Teachers, above all, deserve to be well paid and respected for the difficult and important work they realize. They are on the front lines of educating our children and should be our top priority when deciding salary increases.

In an environment of increasing fiscal restraints, it is important to demonstrate conservative and prudent management practices as it relates to administrative personnel.

It is requested that the School Board discuss its funding priorities and direct the Board Attorney to prepare language amending or promulgating Board Rules and related manuals to enact the following:

- Postpone the effective dates of all non-union employee salary increases on any given year until negotiations with the teachers union have been completed in that current year.
- Limit all MEP and confidential-exempt special compensation increases to the percentage increase being afforded our teachers that current year.

**ACTION PROPOSED BY
MR. FRANK J. BOLANOS:**

That The School Board of Miami-Dade County direct the Board Attorney to draft appropriate language amending appropriate Board rules and manuals to reflect the establishment of the above priorities for non-union salary increases.

REPLACEMENT
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