

Merrett R. Stierheim, Superintendent of Schools

- SUBJECT:**
- 1. APPROVE THE MANAGERIAL EXEMPT PERSONNEL (MEP) SALARY SCHEDULES**
 - 2. AUTHORIZE THE SUPERINTENDENT TO IMPLEMENT A PRINCIPAL/ASSISTANT PRINCIPAL PAY MODEL**

COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES

In support of the District Strategic Plan, the primary goal of the Office of Human Resources is to attract, retain and motivate qualified employees for Miami-Dade County Public Schools (M-DCPS). A component strategy must include a competitive compensation program. At the Board meeting of April 9, 2003, the School Board, under the sponsorship of Board member, Ms. Perla Tabares Hantman, directed the Superintendent to initiate a compensation study for Managerial Exempt Personnel (MEP) and to provide recommendations for a salary schedule for managerial exempt personnel. A compensation study was initiated and the results of a comprehensive salary survey were received by the Board meeting of September 10, 2003.

The survey data contained in the September 10, 2003 Board Item H-4, have been aged to reflect changes in salary levels. The results indicate that the current MEP salary schedule generally provides a competitive and sound salary structure to attract, retain and motivate employees. Specifically, however, the market data indicates the following areas of the salary schedule are not reflective of the actual market:

1. Minimum and maximum salaries in the pay ranges for the executive level jobs (Pay Grades 25 - 28 inclusive) are significantly low;
2. Minimum salaries for principals, pay grades 22 and 23 are low, particularly when compared to neighboring school districts; and
3. Pay Grades 12 and 13 overlap the M-DCPS confidential exempt pay ranges and provide pay levels lower than comparable managerial exempt positions.

Based on this analysis, a revised MEP salary schedule (Attachment) is proposed which incorporates the following changes:

1. increases the minimum and maximum salaries for Pay Grades 25 - 28, inclusive;
2. establishes separate salary schedule for principals and assistant principals;
3. adjusts pay ranges for principals which reflect more competitive minimum salaries; and
4. deletes Pay Grades 12 and 13.

Additionally, a Principal/Assistant Principal Pay Model (Attachment) is proposed which incorporates the following:

1. Provides salary adjustment/placement reflective of years of administrative experience for principals.
2. Provides principal supplements reflective of differences among schools based on the following factors:
 - a. membership
 - b. student achievement (% Level 1 Reading)
 - c. state-monitoring status; and
3. Provides supplement to Vice Principals at state-monitored schools and selected Senior High School Assistant Principals.
4. Provides salary adjustment/placement reflective of years of administrative experience for ACCESS Center directors in order to ensure pay equity with increased salaries for principals.

The direct salary cost to implement the Salary Schedules and the Principal/Assistant Principal Pay Model will be \$2.67 million in fiscal year 2004-2005, which has been funded in the preliminary budget.

RECOMMENDED:

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

1. approve the proposed Managerial Exempt Personnel (MEP) Salary Schedules effective September 10, 2004; and
2. authorize the Superintendent to implement a Principal/Assistant Principal Pay Model, effective September 10, 2004.

MHA:la

**PROPOSED
MANAGERIAL EXEMPT SALARY SCHEDULE**

<u>Grade</u>	<u>2003-04 Minimum</u>	<u>Recommended Minimum</u>	<u>2003-04 Maximum</u>	<u>Recommended Maximum</u>	<u>Grade</u>
28	\$116,758	\$124,210	\$193,581	\$206,840	28
27	107,992	111,890	175,144	184,010	27
26	93,908	99,448	161,071	169,124	26
25	88,595	93,024	136,389	141,844	25
24	85,335	85,335	127,435	127,435	24
23	81,792	81,792	122,270	122,270	23
22	72,842	72,842	117,526	117,526	22
21	67,291	67,291	110,404	110,404	21
20	62,162	62,162	101,322	101,322	20
19	57,644	57,644	95,431	95,431	19
18	53,373	53,373	86,465	86,465	18
17	50,778	50,778	79,288	79,288	17
16	47,956	47,956	74,892	74,892	16
15	44,610	44,610	67,776	67,776	15
14	42,345	42,345	61,400	61,400	14
13	39,391	N/A	58,477	N/A	13
12	37,581	N/A	55,913	N/A	12

June 1, 2004

**PROPOSED
MANAGERIAL EXEMPT SALARY SCHEDULE
SCHOOL SITE POSITIONS**

<u>Grade</u>	<u>2003-2004</u>		<u>2003-2004</u>		<u>Recommended</u> <u>Maximum</u>	<u>Grade</u>
	<u>Minimum</u>	<u>Recommended</u> <u>Minimum</u>	<u>Maximum</u>	<u>Maximum</u>		
P3	81,792	90,000	122,270	122,270	122,270	P3
P2	72,842	80,000	117,526	117,526	119,898	P2
P1	72,842	75,000	117,526	117,526	117,526	P1
VP	67,291	67,291	110,404	110,404	110,404	VP
AP	65,403	65,403	105,649	105,649	105,649	AP
*AP	58,733	58,733	93,386	93,386	93,386	*AP

Grade
P1 – Principal – Elementary, Adult Schools
P2 – Principal – Middle/Opportunity/ESE Schools
P3 – Principal – Senior High, Vocational/Technical Schools
VP – Vice Principal
AP – Assistant Principal
*AP – Assistant Principal – 10 month

June 1, 2004

PROPOSED PRINCIPAL/ASSISTANT PRINCIPAL PAY MODEL

SENIOR HIGH SCHOOL	MIDDLE/ K - 8 SCHOOL	OPPORTUNITY/ EXCEPTIONAL ED. SCHOOL	ADULT EDUCATION CENTER	ELEMENTARY SCHOOL
\$90,000 - 122,270 Base + 0 - \$18,000 Supplements	\$80,000 - 119,898 Base + 0 - \$16,000 Supplements	\$80,000 - 119,898 Base + 0 - \$16,000 Supplements	\$75,000 - 117,526 Base 0 Supplements	\$75,000 - 117,526 Base + 0 - \$14,000 Supplements

ADMINISTRATIVE EXPERIENCE ADJUSTMENT
Principals and ACCESS Center Directors

- 0 - 9 Years: Placed at minimum salary of pay grade
- 10 - 14 Years: Placed at 1st quartile salary of pay grade
- 15+ Years: Placed at midpoint salary of pay grade

SUPPLEMENTS

*Size (FTE membership): 0, \$2,000, \$4,000
 *% of Level 1 Reading Scores : 0, \$2,000, \$4,000, \$6,000
 * State Monitored Status: 0, \$4,000 - Elementary, \$6,000 - Middle, \$8,000 - Senior
 Vice Principals at state-monitored schools and selected Senior High School Assistant Principals: \$4,000

*Ranges specified on pages 9,10 and 11.

June 4, 2004

COST ANALYSIS

PROPOSED PRINCIPAL/ASSISTANT PRINCIPAL PAY MODEL

ADMINISTRATIVE EXPERIENCE ADJUSTMENT

Principals	\$1.26 million
ACCESS Center Directors	.09

SUPPLEMENTS

Principals	1.18
Assistant Principals	.37

TOTAL COST	annualized	\$2.90 million
	effective 9/10/04	\$2.26 million
	with fringes	\$2.67 million

June 3, 2004

**COST ANALYSIS
PROPOSED PRINCIPAL/ASSISTANT PRINCIPAL
PAY MODEL
ADMINISTRATIVE EXPERIENCE ADJUSTMENT**

0 - 9 years	Placed at minimum	Employees	Cost
Elementary	\$75,000	(37)	\$25,950
Adult	\$75,000	(0)	0
Opportunity/ESE	\$80,000	(0)	0
Middle	\$80,000	(20)	95,033
Senior	\$90,000	(12)	57,124
10 -14 years	Placed at 1st quartile		
Elementary	\$85,632	(54)	374,721
Adult	\$85,632	(3)	22,249
Opportunity/ESE	\$89,975	(3)	23,249
Middle	\$89,975	(13)	115,919
Senior	\$98,068	(5)	27,834
15 + years	Placed at midpoint		
Elementary	\$96,263	(37)	352,538
Adult	\$96,263	(2)	5,692
Opportunity/ESE	\$99,949	(4)	47,502
Middle	\$99,949	(11)	91,524
Senior	\$106,135	(4)	16,540
TOTAL			\$1,255,875

June 1, 2004

**COST ANALYSIS
PROPOSED PRINCIPAL/ASSISTANT PRINCIPAL
PAY MODEL
VICE PRINCIPAL/ASSISTANT PRINCIPAL SUPPLEMENT**

Supplement \$4,000

Supplement for Vice Principals at state-monitored schools and selected Senior High Assistant Principals who provide evening and weekend services on a regular basis in support of academic, athletic and other extra-curricular activities.

140 Assistant Principals	\$354,000
<u>4 Vice Principals</u>	<u>16,000</u>
TOTAL COST (Est.)*	\$370,000

* All Senior High School Assistant Principals will not receive the supplement.

June 1, 2004

**Cost Analysis
Proposed Principal Pay Model
Reading Level Cost**

Attachment

ELEMENTARY/ADULT CENTERS/SPECIALIZED CENTERS

<u>Category</u>	<u>From</u>	<u>To</u>	<u>Amount</u>	<u># of Schools</u>	<u>Cost Per Category</u>
1	0	0.2499	\$0	79	\$0
2	0.25	0.4499	\$2,000	95	\$190,000
3	0.45	0.5999	\$4,000	44	\$176,000
4	0.60	1.0	\$6,000	9	\$54,000
Totals:				227	<u>\$420,000</u>

MIDDLE/ALTERNATIVE

<u>Category</u>	<u>From</u>	<u>To</u>	<u>Amount</u>	<u># of Schools</u>	<u>Cost Per Category</u>
1	0	0.2499	\$0	8	\$0
2	0.25	0.4499	\$2,000	25	\$50,000
3	0.45	0.5999	\$4,000	16	\$64,000
4	0.60	1.0	\$6,000	12	\$72,000
Totals:				61	<u>\$186,000</u>

SENIOR/VOCATIONAL

<u>Category</u>	<u>From</u>	<u>To</u>	<u>Amount</u>	<u># of Schools</u>	<u>Cost Per Category</u>
1	0	0.2499	\$0	8	\$0
2	0.25	0.4499	\$2,000	9	\$18,000
3	0.45	0.5999	\$4,000	14	\$56,000
4	0.60	1.0	\$6,000	10	\$60,000
Totals:				41	<u>\$134,000</u>

K-8 CENTERS

<u>Category</u>	<u>From</u>	<u>To</u>	<u>Amount</u>	<u># of Schools</u>	<u>Cost Per Category</u>
1	0	0.2499	\$0	5	\$0
2	0.25	0.4499	\$2,000	1	\$2,000
3	0.45	0.5999	\$4,000	1	\$4,000
4	0.60	1.0	\$6,000	0	\$0
Totals:				7	<u>\$6,000</u>

Total Reading Level Cost: \$746,000

**Cost Analysis
Proposed Principal Pay Model
FTE Membership Cost**

Attachment

ELEMENTARY/ADULT CENTERS/SPECIALIZED CENTERS

<u>Category</u>	<u>From</u>	<u>To</u>	<u>Amount</u>	<u># of Schools</u>	<u>Cost Per Category</u>
1	0	899	\$0	161	\$0
2	900	1,499	\$2,000	61	\$122,000
3	1,500	3,000	\$4,000	5	\$20,000
Totals:				227	<u>\$142,000</u>

MIDDLE/ALTERNATIVE

<u>Category</u>	<u>From</u>	<u>To</u>	<u>Amount</u>	<u># of Schools</u>	<u>Cost Per Category</u>
1	0	1,149	\$0	17	\$0
2	1,150	2,299	\$2,000	42	\$84,000
3	2,300	4,000	\$4,000	2	\$8,000
Totals:				61	<u>\$92,000</u>

SENIOR/VOCATIONAL

<u>Category</u>	<u>From</u>	<u>To</u>	<u>Amount</u>	<u># of Schools</u>	<u>Cost Per Category</u>
1	0	2,299	\$0	14	\$0
2	2,300	3,749	\$2,000	20	\$40,000
3	3,750	6,000	\$4,000	7	\$28,000
Totals:				41	<u>\$68,000</u>

K-8 CENTERS

<u>Category</u>	<u>From</u>	<u>To</u>	<u>Amount</u>	<u># of Schools</u>	<u>Cost Per Category</u>
1	0	899	\$0	2	\$0
2	900	1,499	\$2,000	5	\$10,000
3	1,500	3,000	\$4,000	0	\$0
Totals:				7	<u>\$10,000</u>

Total FTE Membership Cost: \$312,000

**Cost Analysis
Proposed Principal Pay Model
State Monitored Cost**

Attachment

ELEMENTARY/ADULT CENTERS/SPECIALIZED CENTERS

<u>Category</u>		<u>Amount</u>	<u># of Schools</u>	<u>Cost Per Category</u>
1	Yes	\$4,000	7	\$28,000
2	No	\$0	220	\$0
		Totals:	227	<u>\$28,000</u>

MIDDLE/ALTERNATIVE

<u>Category</u>		<u>Amount</u>	<u># of Schools</u>	<u>Cost Per Category</u>
1	Yes	\$6,000	0	\$0
2	No	\$0	61	\$0
		Totals:	61	<u>\$0</u>

SENIOR/VOCATIONAL

<u>Category</u>		<u>Amount</u>	<u># of Schools</u>	<u>Cost Per Category</u>
1	Yes	\$8,000	4	\$32,000
2	No	\$0	37	\$0
		Totals:	41	<u>\$32,000</u>

K-8 CENTERS

<u>Category</u>		<u>Amount</u>	<u># of Schools</u>	<u>Cost Per Category</u>
1	Yes	\$6,000	0	\$0
2	No	\$0	7	\$0
		Totals:	7	<u>\$0</u>

Total State Monitored Membership Cost: \$60,000

Cost Analysis
Proposed Principal Pay Model

FTE Membership	Reading Level	State Monitored	
\$312,000	\$746,000	\$60,000	
		Total Supplement Cost:	\$1,118,000

Friday, May 28, 2004