

Office of Human Resources
Paul M. Cholak, Chief Personnel Officer

**SUBJECT: MANAGERIAL EXEMPT PERSONNEL (MEP) SALARY SCHEDULES,
SALARY INCREASES AND PAY ADJUSTMENTS**

- 1. APPROVE THE MANAGERIAL EXEMPT PERSONNEL (MEP) GENERAL SALARY INCREASE FOR 2004-2005**
- 2. APPROVE THE MANAGERIAL EXEMPT PERSONNEL (MEP) SALARY SCHEDULES**
- 3. AUTHORIZE THE SUPERINTENDENT TO IMPLEMENT PAY MODELS FOR REGION CENTER DIRECTORS/PRINCIPALS/VICE PRINCIPALS AND ASSISTANT PRINCIPALS**
- 4. AUTHORIZE PAYMENT TO ASSISTANT PRINCIPALS IN SCHOOL IMPROVEMENT ZONE (SIZ) SCHOOLS WHO WORK ADDITIONAL DAYS AS A RESULT OF THE SIZ IMPLEMENTATION**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

In support of the District Strategic Plan, a 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. Managerial Exempt Personnel (MEP) must also receive pay increases that equate to those provided to other M-DCPS employee groups.

Compensation Administration has conducted salary surveys and analyzed internal pay levels to ascertain whether compensation is internally and externally equitable and competitive. The results indicate that the current MEP salary schedule generally provides a competitive and sound salary structure at the highest MEP pay grade levels (25 and above). However, the findings also indicate that:

1. Minimum salaries for pay grade 24 administrators (Region Center Directors and District Administrators), Principals (pay grades 22 and 23), Vice Principals, and Assistant Principals are low, particularly when compared to neighboring school districts;
2. Region Center Director, Principal, Vice Principal and Assistant Principal salaries are compressed at the lower end of the pay scale and do not adequately recognize differences in experience levels; and
3. There are no incumbents in pay grades 12 and 13, and these two pay grades should be eliminated in the MEP salary schedule.

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Based on this analysis, a revised MEP salary schedule (See Appendices 1 and 2) is proposed which incorporates the following changes:

1. Establishes a separate salary schedule for Principals, Vice Principals and Assistant Principals;
2. Establishes three levels of Principal positions;
3. Adjusts pay ranges for Principals, Vice Principals, and Assistant Principals that reflect more competitive minimum salaries;
4. Establishes higher minimum salaries for pay grade 25 and 26 employees in order to minimize compression caused by establishment of the new Principal, Vice Principal, and Assistant Principal pay structure; and
5. Eliminates pay grades 12 and 13.

In addition, the new structure establishes Pay Models for Region Center Directors/Principals/Vice Principals and Assistant Principals that provide minimum salaries based on years of administrative (Region Center Directors) or position experience (Principals, Vice Principals and Assistant Principals) (See Appendices 3 through 6).

Assistant Principals at School Improvement Zone (SIZ) Schools will also be required to work 10 additional days in a full academic year. The 2004-2005 MEP pay program makes provision for paying Assistant Principals for this extra work.

The direct salary cost to implement the 2004-2005 MEP Pay Program will be \$2.9 million in fiscal year 2004-2005 (\$3.9 million on an annualized basis), which has been funded in the budget.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, do the following:

1. approve a 2% general salary increase for all MEP personnel hired before April 1, 2004, and approve a 1% general increase for all MEP personnel hired before April 1, 2004 and who are at the maximum of their salary grade effective July 1, 2004;
2. approve the proposed Managerial Exempt Personnel (MEP) Salary Schedules effective January 14, 2005;
3. authorize the Superintendent to implement Pay Models for Region Center Directors/Principals/Vice Principals and Assistant Principals effective January 14, 2005; and
4. authorize the Superintendent to pay for 10 additional days of work on a full academic year basis to Assistant Principals in School Improvement Zone Schools (SIZ).

PMC:mtp

**APPENDIX 1
PROPOSED MANAGERIAL EXEMPT SALARY SCHEDULE
NON SCHOOL SITE POSITIONS**

Pay Grade	Present	Recommended	
	Minimum	Minimum	Maximum
28	\$ 116,758	\$ 116,768	\$ 193,581
27	\$ 107,992	\$ 107,992	\$ 175,144
26	\$ 93,908	\$ 103,996	\$ 161,071
25	\$ 88,595	\$ 99,998	\$ 136,389
24	\$ 85,335	\$ 96,000	\$ 127,435
23	\$ 81,792	\$ 81,792	\$ 122,270
22	\$ 72,842	\$ 72,842	\$ 117,526
21	\$ 67,291	\$ 67,291	\$ 110,404
20	\$ 62,162	\$ 62,162	\$ 101,322
19	\$ 57,644	\$ 57,644	\$ 95,431
18	\$ 53,373	\$ 53,373	\$ 86,465
17	\$ 50,778	\$ 50,778	\$ 79,288
16	\$ 47,956	\$ 47,956	\$ 74,892
15	\$ 44,610	\$ 44,610	\$ 67,776
14	\$ 42,345	\$ 42,345	\$ 61,400

**APPENDIX 2
PROPOSED MANAGERIAL EXEMPT SALARY SCHEDULE
SCHOOL SITE POSITIONS**

Pay Grade	Present	Recommended	Present	Recommended
	Minimum	Minimum	Maximum	Maximum
P3	\$ 81,792	\$ 92,000	\$ 122,270	\$ 122,270
P2	\$ 72,842	\$ 83,000	\$ 117,526	\$ 119,898
P1	\$ 72,842	\$ 78,000	\$ 117,526	\$ 117,526
VP	\$ 67,291	\$ 70,284	\$ 110,404	\$ 110,404
*AP	\$ 65,403	\$ 68,330	\$ 105,649	\$ 105,649
**AP	\$ 58,733	\$ 61,200	\$ 93,386	\$ 93,386

Pay Grade

- P1 Principal - Elementary, Adult Schools
- P2 Principal - Middle, Opportunity, ESE Schools, and K-8
- P3 Principal - Senior High, Vocational/Technical Schools
- VP Vice Principal
- *AP Assistant Principal - 12 Months
- **AP Assistant Principal - 10 Months

**APPENDIX 3
REGION CENTER DIRECTOR PAY MODEL BY
YEARS OF ADMINISTRATIVE EXPERIENCE**

Years of Administrative Experience	Minimum Salary
0 - 15 Years	\$ 96,000
> 15 - 20 Years	\$ 100,800
> 20 Years	\$ 105,600

**APPENDIX 4
PRINCIPAL PAY MODEL BY
YEARS OF PRINCIPAL EXPERIENCE**

Years of Principal Experience	Minimum Salary
0 - 2 Years	
Elementary	\$78,000
Middle	\$83,000
Senior High	\$92,000
>2-4 Years	
Elementary	\$80,000
Middle	\$85,000
Senior High	\$94,000
>4 - 6 Years	
Elementary	\$82,000
Middle	\$87,000
Senior High	\$96,000
>6 - 9 Years	
Elementary	\$84,000
Middle	\$89,000
Senior High	\$98,000
>9 - 14 Years	
Elementary	\$87,000
Middle	\$92,000
Senior High	\$101,000
>14 Years	
Elementary	\$92,000
Middle	\$97,000
Senior High	\$106,000

**APPENDIX 5
VICE PRINCIPAL PAY MODEL BY
YEARS OF ASSISTANT PRINCIPAL AND
VICE PRINCIPAL EXPERIENCE**

Years of Assistant Principal And Vice Principal Experience	Minimum Salary
0 - 2 Years	\$70,284
>2-4 Years	\$71,339
>4 - 6 Years	\$72,393
>6 - 9 Years	\$73,447
>9 - 14 Years	\$75,204
>14 Years	\$80,124

**APPENDIX 6
ASSISTANT PRINCIPAL PAY MODEL BY
YEARS OF ASSISTANT PRINCIPAL EXPERIENCE**

Years of Assistant Principal Experience	Minimum Salary
0 - 2 Years	
AP 10 month	\$61,200
AP 12 month	\$68,330
>2-4 Years	
AP 10 month	\$62,118
AP 12 month	\$69,355
>4 - 6 Years	
AP 10 month	\$63,036
AP 12 month	\$70,380
>6 - 9 Years	
AP 10 month	\$63,954
AP 12 month	\$71,405
>9 - 14 Years	
AP 10 month	\$65,484
AP 12 month	\$73,113
>14 Years	
AP 10 month	\$69,768
AP 12 month	\$77,896