

Business Operations
Ofelia San Pedro, Deputy Superintendent

SUBJECT: 2005-2006 MANAGERIAL EXEMPT PERSONNEL (MEP) SALARY PLAN RECOMMENDATIONS

- 1. Approve the 2005-2006 Managerial Exempt Personnel General Salary Increase**
- 2. Approve the 2005-2006 Managerial Exempt Personnel Salary Schedules**
- 3. Approve Salary Adjustments for Designated Regional Center Directors and Principals**
- 4. Authorize a Supplement for Assistant Principals and Vice Principals of Designated Senior High Schools**
- 5. Authorize a Doctorate Pay Increment for School Site MEP Personnel Who Hold or Obtain a Doctoral Degree**
- 6. Authorize Five Percent (5%) Salary Adjustment for Reclassification of Positions**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

A competitive compensation program to attract and retain qualified employees is a necessary component of the District's Strategic Plan. Salary surveys and analyses were conducted to ascertain whether compensation was competitive with neighboring counties. Salary survey findings indicated that the minimum salaries for school site administrators were low when compared to the local market. Additionally, pay schedules did not adequately recognize differences in years of experience nor did it recognize elementary, middle and senior high school supervisory levels for principals.

As a result, the School Board, at its January 19, 2005 meeting, approved the revised Managerial Exempt Personnel Salary Schedules. The new schedules provided separate pay models for Regional Center Directors, Principals, Vice Principals and Assistant Principals. These changes entailed the first phase of the plan to improve base pay schedules.

A general salary increase of 3% is recommended for all eligible MEP employees in accordance with the Manual of Procedures for Managerial Exempt Personnel effective July 1, 2005. In addition, based on a continued analysis of salary data, it is recommended that the 2005-2006 MEP salary schedules incorporate the following:

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- A. increase the maximums of all MEP salary ranges by 3% (see Appendix 1).
- B. increase the pay range minimums for Principals to reflect more competitive entry level salaries which narrow the gap between Broward County and M-DCPS pay range minimums from approximately 6% to 3% (see Appendix 1).
- C. increase the pay range minimums for pay grades 24-28 to address salary compression resulting from the increase in minimum salaries for Principals (see Appendix 1).
- D. establish a separate salary schedule for selected MEP School Police positions (Commander, Captain, Major) with new pay grades and higher pay range minimums as a result of salary compression with Fraternal Order of Police (FOP) represented personnel.
- E. eliminate pay grades 14 and 15, which are no longer utilized.

These recommendations for the 2005-2006 MEP salary schedules are consistent with the base pay structures approved in January, 2005. Although they do not entirely eliminate the pay differential between M-DCPS and surrounding counties, the differential would be significantly reduced.

Due to the increase in minimums for Regional Center Directors and Principals, salaries are compressed at the lower end of the pay scale and often do not recognize different levels of experience. As indicated in Appendices 2 and 3, salaries will be adjusted to recognize years of administrative and principal experience, respectively.

At the present time, all Assistant Principals are paid in the same salary range. However, many Assistant Principals at large Senior High Schools are required to work a substantial amount of time beyond the regular school day to support on-going extra-curricular activities. Therefore, a \$4,000 supplement is recommended to those Assistant Principals and Vice Principals at designated Senior High Schools and who provide evening and weekend services on a regular basis in support of academic, athletic and other extra-curricular activities. Designated Senior High Schools are those that provide a full complement of athletic and activity programs as determined by School Operations.

One of the District's major goals is to ensure quality instructional programs. In order to enhance and recognize the highest level of administrative competencies, a Doctorate Pay Increment of \$2500 is proposed for those school site MEP personnel who hold or obtain a Doctorate from an accredited institution of higher learning in areas that directly impact teaching and learning in the classroom. These areas include educational leadership, educational theory and practice, educational research, educational technology or educational psychology.

Currently, the Manual of Procedures for Managerial Exempt Personnel provides that when the School Board approves the reclassification of a position to a higher paygrade, the employee's salary will be improved by 2%. In order to adequately compensate the employee for a significant increase in the job duties and responsibilities, it is recommended that the amount of a reclassification be changed to 5%.

The direct salary cost to implement the 2005-2006 MEP salary recommendations is approximately \$4,300, 000, which has been funded in the budget. Upon approval of these recommendations, corresponding changes to the Manual of Procedures for Managerial Exempt Personnel will be forwarded for first and second readings at subsequent School Board meetings.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, do the following, effective July 1, 2005:

1. Approve a salary increase of 3% not to exceed the maximum of the pay range, for MEP employees in an active pay status on the date of Board approval and who meet eligibility criteria as defined in Section B of the Manual of Procedures for Management Exempt Personnel.
2. Approve the revised MEP Salary Schedules.
3. Approve salary adjustments for designated Regional Center Directors and Principals consistent with their years of position experience.
4. Authorize a \$4,000 supplement to those Senior High School Assistant Principals and Vice Principals at designated senior high schools and who provide evening and weekend services on a regular basis in support of academic, athletic and other extra-curricular activities.
5. Authorize Doctorate Pay Increment of \$2,500 for those school site MEP personnel who hold or obtain a Doctoral Degree from an accredited institution of higher learning in areas that directly impact teaching and learning.
6. Authorize an increase in compensation for a reclassification of a position to a higher pay grade from 2% to 5%.

OSP:jmg

**APPENDIX 1
PROPOSED 2005-2006 MANAGERIAL EXEMPT SALARY SCHEDULE**

Pay Grade	NON-SCHOOL SITE			SCHOOL SITE			SCHOOL POLICE		
	Present Minimum	Recommended Minimum	Present Maximum	Recommended Minimum	Present Maximum	Recommended Maximum	Pay Grade	Recommended Minimum	Recommended Maximum
28	\$116,758	\$119,158	\$193,581						
27	\$107,992	\$110,392	\$175,144						
26	\$103,996	\$106,396	\$161,071						
25	\$99,998	\$102,998	\$136,389						
24	\$96,000	\$98,400	\$127,435						
23	\$81,792	\$81,792	\$122,270	\$92,000	\$122,270	\$125,938	equal to P3	\$94,400	\$125,938
				\$83,000	\$119,898	\$123,495	P2	\$86,000	\$123,495
22	\$72,842	\$72,842	\$117,526	\$78,000	\$117,526	\$121,052	equal to P1	\$82,000	\$121,052
21	\$67,291	\$67,291	\$110,404	\$70,284	\$110,404	\$113,716	equal to VP	\$70,284	\$113,716
				\$68,330	\$105,649	\$108,818	AP 12M	\$68,330	\$108,818
				\$61,200	\$93,386	\$96,188	AP 10M	\$61,200	\$96,188
20	\$62,167	\$62,167	\$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						

- Pay Grade**
- P3 - Principal - Senior High, Vocational/Technical Schools
 - P2 - Principal - Middle, Opportunity, ESE Schools, and K-8
 - P1 - Principal - Elementary, Adult School
 - VP - Vice Principal
 - AP - Assistant Principal 12-Month - Community, Adult School
 - AP - Assistant Principal 10-Month - Elementary, Middle, Senior High School
 - S3 - School Police Major
 - S2 - School Police Captain
 - S1 - School Police Commander

**APPENDIX 2
REGION CENTER DIRECTOR PAY MODEL BY
YEARS OF ADMINISTRATIVE EXPERIENCE**

Years of Administrative Experience	Minimum Salary
0 -15 Years	\$98,400
>15 - 20 Years	\$103,200
>20 Years	\$108,000

**APPENDIX 3
PRINCIPAL PAY MODEL BY
YEARS OF PRINCIPAL EXPERIENCE**

Years of Principal Experience	Minimum Salary
0 - 2 Years	
Elementary (P1)	\$82,000
Middle (P2)	\$86,000
Senior High (P3)	\$94,400
>2 - 4 Years	
Elementary (P1)	\$84,000
Middle (P2)	\$88,000
Senior High (P3)	\$96,400
>4 - 6 Years	
Elementary (P1)	\$86,000
Middle (P2)	\$90,000
Senior High (P3)	\$98,400
>6 - 9 Years	
Elementary (P1)	\$88,000
Middle (P2)	\$92,000
Senior High (P3)	\$100,400
>9 - 14 Years	
Elementary (P1)	\$91,000
Middle (P2)	\$95,000
Senior High (P3)	\$103,400
>14 Years	
Elementary (P1)	\$96,000
Middle (P2)	\$100,000
Senior High (P3)	\$108,400