

Business Operations
Ofelia San Pedro, Deputy Superintendent

SUBJECT: 2006-2009 MANAGERIAL EXEMPT PERSONNEL (MEP) SALARY PLAN RECOMMENDATIONS

1. APPROVE THE 2006-2007 MANAGERIAL EXEMPT PERSONNEL SALARY INCREASE AND SALARY SCHEDULES
2. AUTHORIZE THE DOCTORATE PAY INCREMENT FOR NON-SCHOOL SITE MEP PERSONNEL WHO HOLD OR OBTAIN A DOCTORAL DEGREE
3. APPROVE THE RECLASSIFICATION OF THE ADULT SCHOOL PRINCIPAL
4. APPROVE THE 2007-2008 MANAGERIAL EXEMPT PERSONNEL SALARY INCREASE AND SALARY SCHEDULES
5. APPROVE THE 2008-2009 MANAGERIAL EXEMPT PERSONNEL SALARY INCREASE AND SALARY SCHEDULES

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 determine our compensation competitiveness nationally with the top three urban school districts and locally with neighboring counties. Survey findings indicated that minimum salaries for school site administrators were 2% - 25% below the top three urban school districts; and 3% - 8% below our neighbor, Broward County Schools.

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

In 2005-2006, the School Board approved the MEP salary schedules that were consistent to the base pay structures approved in January 2005. Although the 2005-2006 recommendations did not entirely eliminate the pay differential between M-DPCS and surrounding counties, the differentials were significantly reduced. In 2006-2007, the plan is to continue to reduce the pay differential between M-DCPS and other large school districts. Therefore, it is recommended that a three-year salary proposal be implemented. The 2006-2009 MEP salary plan recommendations incorporate the following:

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- A. effective January 12, 2007 and the starting payroll period for the first paycheck in December 2007, a 6% salary increase is recommended for all eligible MEP employees and that the new base salaries for eligible employees in MEP pay grades P1, P2, P3, S1, S2, S3 and pay grade 24 shall be increased by an additional \$3,000 and MEP pay grades VP, AP and pay grades 18, 19, 20, 21, 22, 23, and 25 shall be increased by an additional \$1,500. The 6% increase matches the increase given by our neighboring school district, and the additional \$3,000 and \$1,500 will assist M-DCPS with closing the gap in administrators' salaries, both nationally and locally. These mid-year implementation dates result in an effective annualized increase of 4%.
- B. increase the Managerial Exempt Personnel Salary Schedules minimums and maximums to reflect more competitive salary schedules, effective January 12, 2007, the starting payroll period for the first paycheck in December 2007, and July 1, 2008.
- C. expand the Doctorate Pay Increment of \$2,500 for those non-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 and in areas relevant to their working assignment, effective July 1, 2006. The approximate cost of expanding the Doctorate Pay Increment to non-school site administrators is \$172,000.
- D. reclassify Principal, Adult Education, MEP, pay grade P1 to MEP, pay grade P2, effective July 1, 2006. The total cost of reclassification is approximately \$85,000.
- E. effective July 1, 2008, a salary increase of 4% is recommended for all eligible MEP.

The benefits gained from this three-year proposal are the following:

- Starts the process of moving M-DCPS salaries in the range of other top urban school districts.
- Addresses the 2005 School Board's objective of achieving salary parity for school site administrators with Broward County Schools, which will be achieved by December 2007.
- Resolves competitive pay inequities through the 2006-2009 school years.
- Attracts highly qualified and retains valuable administrators.
- Resolves the compression between the Miami-Dade School Police managerial employees' salaries and the Fraternal Order of Police (FOP) represented employees' salaries.
- Appropriately classifies Adult Education principals.
- Provides Doctoral Pay Increment to all MEP personnel who hold or obtain a Doctorate from an accredited institution of higher learning.

- Accomplishes the above economic benefits within the funds available for these purposes.

The direct salary costs for 2006-2009, which have been funded in the budget, to implement the salary recommendations is as follows: 2006-2007 - \$5,300,000; 2007-2008 - \$6,800,000; and 2008-2009 - \$6,400,000. This is an average of 4% for MEP over three years.

The salary increases will be given not to exceed the maximum of the salary range to eligible MEP employees who meet the eligibility criteria as defined in Section B of the Manual of Procedures for Managerial Exempt Personnel. 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:

1. Approve a six percent (6%) salary increase for Managerial Exempt Personnel (MEP) employees; the new base salaries for employees in MEP pay grades P1, P2, P3, S1, S2, S3 and pay grade 24 shall be increased by an additional \$3,000 and MEP pay grades VP, AP and pay grades 18, 19, 20, 21, 22, 23, and 25 shall be increased by an additional \$1,500, not to exceed the maximum of the pay range, for MEP employees who meet the eligibility criteria; and the corresponding 2006-2007 MEP Salary Schedules, effective January 12, 2007.
2. Authorize the Doctorate Pay Increment of \$2,500 for those non-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 in the classroom and in areas relevant to their current working assignment, effective July 1, 2006.
3. Approve the reclassification of the Principal, Adult Education, MEP, pay grade P1 to MEP, pay grade P2, effective July 1, 2006.
4. Approve a six percent (6%) salary increase for Managerial Exempt Personnel employees; the new base salaries for eligible employees in MEP pay grades P1, P2, P3, S1, S2, S3 and pay grade 24 shall be increased by an additional \$3,000 and MEP pay grades VP, AP and pay grades 18, 19, 20, 21, 22, 23, and 25 shall be increased by an additional \$1,500, not to exceed the maximum of the pay range, for MEP employees who meet the eligibility criteria; and the corresponding 2007-2008 MEP Salary Schedules, effective the starting payroll period for the first paycheck in December 2007.
5. Approve a four percent (4%) salary increase for Managerial Exempt Personnel (MEP) employees, not to exceed the maximum of the pay range, for MEP employees who meet the eligibility criteria; and the corresponding 2008-2009 MEP Salary Schedule effective July 1, 2008.

OSP:jmg

PROPOSED 2006-2007 MANAGERIAL EXEMPT PERSONNEL SALARY SCHEDULE
(Effective January 12, 2007)

Pay Grade	NON-SCHOOL SITE			SCHOOL SITE			SCHOOL POLICE			
	Present Minimum	Recommended Minimum	Present Maximum	Recommended Minimum	Present Maximum	Recommended Maximum	Pay Grade	Present Minimum	Recommended Minimum	Present Maximum
28	\$119,158	\$126,307	\$199,388							
27	\$110,392	\$117,016	\$180,398							
26	\$106,396	\$112,780	\$165,903							
25	\$102,998	\$110,678	\$140,481							
24	\$98,400	\$107,304	\$131,258							
23	\$81,792	\$88,200	\$125,938	\$94,400	\$103,064	\$125,938	P3	\$91,000	\$99,460	\$121,052
				\$86,000	\$94,160	\$123,495	P2	\$81,500	\$89,390	\$113,716
22	\$72,842	\$78,713	\$121,052	\$82,000	\$89,920	\$121,052	P1			
21	\$67,291	\$72,828	\$113,716	\$70,284	\$76,001	\$113,716	VP			
				\$68,330	\$73,930	\$108,818	AP 12M			
				\$61,200	\$66,372	\$96,188	AP 10M			
20	\$62,167	\$67,397	\$104,362					\$72,800	\$80,168	\$104,362
19	\$57,644	\$62,603	\$98,294							
18	\$53,373	\$58,075	\$89,059							
17	\$50,778	\$53,825	\$81,667							
16	\$47,956	\$50,833	\$77,139							

Pay Grade

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

Pursuant to F. S. 1012.22(1)(c)(4), school administrators who demonstrate outstanding performance, as measured under s. 1012.34, shall earn a 5-percent supplement in addition to their individual salary, which shall be implemented pursuant to provisions of the existing Manual of Procedures for Managerial Exempt Personnel.

- Pay Grade**
- S3 - School Police Major
- S2 - School Police Captain
- S1 - School Police Commander



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PROPOSED 2007-2008 MANAGERIAL EXEMPT SALARY SCHEDULE

(Effective the starting payroll period for the first paycheck in December 2007)

NON-SCHOOL SITE			SCHOOL SITE			SCHOOL POLICE		
Pay Grade	Recommended Minimum	Recommended Maximum	Pay Grade	Recommended Minimum	Recommended Maximum	Pay Grade	Recommended Minimum	Recommended Maximum
28	\$133,885	\$224,032						
27	\$124,037	\$202,695						
26	\$119,547	\$186,408						
25	\$118,819	\$160,934						
24	\$116,742	\$154,785						
23	\$94,992	\$144,594	equal to	P3	\$112,248	\$147,684		
				P2	\$102,810	\$144,939		
22	\$84,936	\$139,104	equal to	P1	\$98,315	\$142,194	S3	\$108,543
21	\$78,698	\$130,861	equal to	VP	\$82,061	\$130,861	S2	\$97,753
				AP 12M	\$79,866	\$125,358		
20	\$72,941	\$120,351		AP 10M	\$71,854	\$111,167	S1	\$87,978
19	\$67,859	\$113,533						
18	\$63,060	\$103,157						
17	\$57,054	\$91,761						
16	\$53,883	\$86,673						

Pay Grade

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

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PROPOSED 2008-2009 MANAGERIAL EXEMPT PERSONNEL SALARY SCHEDULE

(Effective July 1, 2008)

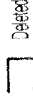
NON-SCHOOL SITE			SCHOOL SITE			SCHOOL POLICE		
Pay Grade	Recommended Minimum	Recommended Maximum	Pay Grade	Recommended Minimum	Recommended Maximum	Pay Grade	Recommended Minimum	Recommended Maximum
28	\$139,240	\$232,993						
27	\$128,998	\$210,803						
26	\$124,329	\$193,864						
25	\$123,572	\$167,371						
24	\$121,412	\$160,976						
23	\$98,792	\$150,378	equal to	P3	\$116,738	\$153,591		
22	\$88,333	\$144,668	equal to	P2	\$106,922	\$150,737		
21	\$81,846	\$136,095	equal to	P1	\$102,248	\$147,882	equal to	\$112,885
				VP	\$85,343	\$136,095	equal to	\$101,663
				AP 12M	\$83,061	\$130,372		
				AP 10M	\$74,728	\$115,614		
20	\$75,859	\$125,165					equal to	\$91,497
19	\$70,573	\$118,074						
18	\$65,582	\$107,283						
17	\$59,336	\$95,431						
16	\$56,039	\$90,140						

Pay Grade

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