

Business Operations
Ofelia San Pedro, Deputy Superintendent

**SUBJECT: 2006-2009 CONFIDENTIAL EXEMPT PERSONNEL SALARY PLAN
RECOMMENDATIONS**

1. **APPROVE THE 2006-2009 CONFIDENTIAL EXEMPT
PERSONNEL SCHEDULE**
2. **APPROVE THE CONFIDENTIAL EXEMPT PERSONNEL
SALARY INCREASES FOR 2006-2007, 2007-2008, AND 2008-
2009**
3. **APPROVE ADDITIONAL COMPENSATORY BENEFITS**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

LINK TO DISTRICT

**STRATEGIC PLAN: NEGOTIATE AND DEVELOP CONTRACTS WITH EACH
BARGAINING UNIT**

Pursuant to Board Rule 6Gx13- 4D1.023, Confidential Exempt Personnel Classification and Compensation Plan, it is recommended that eligible Confidential Exempt Employees advance one step effective July 1, 2006. Employees on the top step of the schedule as of June 30, 2006 will receive an increase of four percent (4%).

Effective July 1, 2007, eligible Confidential Exempt Personnel will advance one step and employees on the top step as of June 30, 2007 will receive a four percent (4%) salary increase.

Effective July 1, 2008, eligible Confidential Exempt Personnel will advance one step and employees on the top step as of June 30, 2008 will receive a four percent (4%) salary increase.

Additional compensatory benefits are recommended as follows:

- Increase salary upon upward reclassification to the first step that provides a minimum of a five percent (5%) increase in salary; currently a minimum of the first step that provides a two percent (2%) increase is awarded upon reclassification.
- Increase the supplement for employees who complete the Professional Secretary Program from \$250 to \$275 annually, effective July 1, 2006.

- Increase the supplement provided to employees that pass the National Certified Professional Secretary Examination from \$1000 to \$1100 annually, effective July 1, 2006.
- Effective for the 2007-2008 fiscal year, increase reimbursement of tuition from a maximum of nine (9) undergraduate and/or graduate course credits to twelve (12) credits per fiscal year.
- Effective for the 2007-2008 fiscal year, provide a promotional increase on a temporary basis to employees required to perform the duties of a higher level position while the incumbent is on a Board-approved leave.

A copy of the 2006-2009 salary schedule for Confidential Exempt Personnel is attached for your approval.

Corresponding changes to the Classification and Compensation Plan for Confidential Exempt Personnel will be forwarded for first and second readings at subsequent School Board meetings, upon approval of these recommendations.

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

1. the 2006-2009 Confidential Exempt Personnel Salary Schedule.
2. eligible employees to advance one step effective July 1, 2006, and provide a four percent (4%) increase to employees on the top step as of June 30, 2006.
3. eligible employees to advance one step effective July 1, 2007 and provide a four percent (4%) increase to employees on the top step as of June 30, 2007.
4. eligible employees to advance one step effective July 1, 2008 and provide a four percent (4%) increase to employees on the top step as of June 30, 2008.
5. additional compensatory benefits as follows:
 - minimum of five percent (5%) salary increase upon upward reclassification;
 - \$275 supplement for Professional Secretary Program;
 - \$1100 supplement for National Certified Professional Secretary Examination;
 - reimbursement for twelve (12) college credits per fiscal year, effective 2007-2008; and
 - promotional increase upon temporary appointment to position vacated by incumbent on Board-approved leave, effective 2007-2008.

OSP:jmg

**CONFIDENTIAL EXEMPT PERSONNEL
PROPOSED SALARY SCHEDULE (XO)**

2006-2009

(Effective July 1, 2006)

STEP	PAY GRADE A	PAY GRADE B	PAY GRADE C	PAY GRADE D	PAY GRADE E	PAY GRADE F	PAY GRADE G	PAY GRADE H	PAY GRADE J	PAY GRADE K	PAY GRADE L	PAY GRADE M
1	\$22,370	\$23,430	\$24,540	\$25,705	\$26,932	\$28,209	\$29,550	\$30,951	\$32,422	\$33,965	\$35,575	\$37,265
2	23,430	24,540	25,705	26,932	28,209	29,550	30,951	32,422	33,965	35,575	37,265	39,036
3	24,540	25,705	26,932	28,209	29,550	30,951	32,422	33,965	35,575	37,265	39,036	40,891
4	25,705	26,932	28,209	29,550	30,951	32,422	33,965	35,575	37,265	39,036	40,891	42,832
5	26,932	28,209	29,550	30,951	32,422	33,965	35,575	37,265	39,036	40,891	42,832	44,868
6	28,209	29,550	30,951	32,422	33,965	35,575	37,265	39,036	40,891	42,832	44,868	47,004
7	29,550	30,951	32,422	33,965	35,575	37,265	39,036	40,891	42,832	44,868	47,004	49,229
8	30,951	32,422	33,965	35,575	37,265	39,036	40,891	42,832	44,868	47,004	49,229	51,572
9	32,422	33,965	35,575	37,265	39,036	40,891	42,832	44,868	47,004	49,229	51,572	54,021
10	33,965	35,575	37,265	39,036	40,891	42,832	44,868	47,004	49,229	51,572	54,021	56,587
11	35,575	37,265	39,036	40,891	42,832	44,868	47,004	49,229	51,572	54,021	56,587	59,277
12	37,265	39,036	40,891	42,832	44,868	47,004	49,229	51,572	54,021	56,587	59,277	62,093
13	41,196	43,051	44,992	47,028	49,165	51,389	53,732	56,181	58,747	61,437	64,253	67,201
14	43,356	45,211	47,152	49,188	51,325	53,549	55,892	58,341	60,907	63,597	66,413	69,361

Supplement for Secretary to the School Board Chair \$1,800