

Dr. Marta Pérez, Board Member

SUBJECT: SALARY REDUCTIONS FOR MANAGERIAL EXEMPT PERSONNEL (MEP)

COMMITTEE: INSTRUCTIONAL EXCELLENCE AND COMMUNITY ENGAGEMENT

LINK TO DISTRICT STRATEGIC PLAN: IMPROVE FINANCIAL HEALTH OF THE DISTRICT

In June of 2007, the School Board acted upon the Superintendent's recommendation to reappoint personnel, including the district's managerial exempt personnel (MEP) who are on annual contracts with the District and who are the District's top administrators, whose salaries range among the highest and far exceed instructional staff and teacher salaries. These administrators, because of their exempt status, serve on the basis of annual contracts, which may be amended prior to reappointment to include material changes, including changes in salaries.

Currently, the Superintendent has provided the School Board with proposed budget changes to address the projected budget shortfall and severe financial crisis facing the District. Some of those proposals include reducing Administrators/Principals/Assistant Principals through mandatory no-pay days, i.e, "furlough days" (See Category A - Reduction in Administrative Budgets, attached). The projected cost saving for this proposal is listed on the Category A document as \$1 million.

The Board Members received a list earlier this year for all administrators whose base salary is over \$100,000 annually as of October 2007. There are 413 employees on this list, as opposed to 213 names on the list as of October 2006. The Board is facing horrendous choices in exercising its responsibilities to balance the District's budget while minimizing the impact on classroom instruction and the safety and welfare of the children it serves.

This agenda items recommends that in lieu of no-pay or "furlough days" for MEP employees, the School Board direct the Superintendent to reduce MEP salaries for the contract year commencing in July 1, 2008 as follows:

Salaries less than \$100,000.....	1.0%
Salaries of \$100,000 up to \$124,999.....	2.5%
Salaries of \$125,000 up to \$149,999.....	5.0%
Salaries of \$150,000 and higher.....	10.0%

**ACTION PROPOSED BY
DR. MARTA PÉREZ:**

That The School Board of Miami-Dade County, Florida, direct the Superintendent to reduce MEP salaries for the contract year commencing July 1, 2008, as follows:

Salaries less than \$100,000.....	1.0%
Salaries of \$100,000 up to \$124,999.....	2.50%
Salaries of \$125,000 up to \$149,999.....	5.0%
Salaries of \$150,000 and higher.....	10.0%

