

Dr. Marta Pérez, Member

SUBJECT: SALARY REDUCTIONS

COMMITTEE: INSTRUCTIONAL EXCELLENCE AND COMMUNITY ENGAGEMENT

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

The Miami-Dade School Board has two contracted employees: the Superintendent and Board Attorney. Due to budget shortfalls, recently, the Superintendent proposed workforce reductions and postponement of scheduled salary increases for District employees. Simply put, the District is facing significant financial shortfalls and fiscal prudence should be exercised. Moreover, in keeping with the leadership examples of large corporate entities, cost-saving initiatives are frequently presented by the CEOs involving their own salaries and those in leadership positions with top salaries.

The Board Members received a list earlier this year for all employees whose base salaries are more than \$100,000 annually as of 2007. There are 413 employees on this list as opposed to 213 names on the list as of October 2006.

Given our financial situation and our potential inability to balance our budget without incurring drastic sacrifices by all of us, it is necessary to ask both of the Board's employees to mutually agree not to take a pay increase or merit pay bonus at this time and to reduce their current salaries by 10 percent. Additionally, we should ask our non-school site MEP employees to reduce their salaries. In order to lead by example, the Board Members should also agree to reduce their salaries by an equal amount of 10 percent to demonstrate to all District employees that reductions are to be across-the-board and that everyone bear the financial burden.

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

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

1. set an example in this time of financial crisis and agree to reduce the salaries of the Board Members by 10 percent;
2. request that the Superintendent and School Board Attorney agree to mutually amend their respective employment contracts to provide that neither the Superintendent nor the Board Attorney receive a salary increase or merit pay incentive and that their current salary be reduced by 10 percent; and
3. direct the Superintendent to reduce the salaries of non-school site MEP employees for the contract year commencing July 1, 2008, as follows:

Salaries of \$75,000 to \$99,999	1.0%
Salaries of \$100,000 to \$124,999	2.5%
Salaries of \$125,000 to \$149,999	5%
Salaries of \$150,000 and higher	10%