

Enid Weisman, Chief Human Capital Officer
Office of Human Capital Management

**SUBJECT: COLLECTIVE BARGAINING UPDATE AND 2012-2013
COMPENSATION ADJUSTMENT RECOMMENDATIONS**

- 1. APPROVE EMPLOYEE PERFORMANCE PAY, TEACHERS \$14 MILLION, SCHOOL SITE MEP \$1 MILLION, NON SCHOOL SITE MEP, \$250,000 THROUGH GRANT FUNDING**
- 2. APPROVE THE 2012-2013 MANAGERIAL EXEMPT PERSONNEL COMPENSATION ADJUSTMENT**
- 3. APPROVE THE 2012-2013 CONFIDENTIAL EXEMPT PERSONNEL COMPENSATION ADJUSTMENT**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

**LINK TO STRATEGIC
FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP**

The following information provides a summary of collective bargaining on compensation adjustments for all bargaining units and employee groups:

United Teachers of Dade (UTD)	Instructional staff 2.77% average salary increase RTTT Grant Performance Pay 1.34% (\$14 million) - award ranges from \$500 to \$7000 Florida School Recognition Program 1.52% (\$16 Million) Non-instructional staff 2.25% average salary increase
American Federation of State, County, Municipal Employees (AFSCME)	2.25% average salary increase
Dade County School Maintenance Employee Committee (DCSMEC)	2.25% average salary increase
Dade County School Administrators' Association (DCSAA)	Pending
Fraternal Order of Police (FOP)	Pending

Pursuant to Board Policies 1120.01, Managerial Exempt Personnel (MEP), and 4120.01, Confidential Exempt Personnel (CEP) Classification Plan, compensation adjustments must be approved by the Board.

Recognizing the work of our Managerial Exempt Personnel (MEP) and Confidential Exempt Personnel (CEP) employees, it is recommended that eligible MEP and CEP employees receive the following adjustment, not to exceed the maximum of the salary range:

Managerial Exempt Personnel (MEP) 2.25% compensation adjustment
RTTT Performance Pay 1.22% (\$1 million)
Non-school site Staff Performance Pay - Grant
funded 0.73% (\$250,000)

Confidential Exempt Personnel (CEP) 2.25% compensation adjustment

- RECOMMENDED:** That The School Board of Miami-Dade County, Florida:
1. Approve employee performance pay, teachers \$14 Million, school site MEP \$1 Million, non-school site MEP \$250,000 through grant funding
 2. Approve a 2.25% compensation adjustment for eligible Managerial Exempt Personnel (MEP) employees not to exceed the maximum of the salary range, effective December 21, 2012.
 3. Approve a 2.25% compensation adjustment for eligible Confidential Exempt Personnel (CEP) employees not to exceed the maximum of the salary range, effective December 21, 2012.