

Vera A. Hirsh, Assistant Superintendent  
Human Resources, Recruiting and Performance Management

**SUBJECT:               REQUEST FOR APPROVAL OF AMENDED G0 SALARY  
                              SCHEDULE TO COMPLY WITH FEDERAL MINIMUM WAGE**

**COMMITTEE:           SCHOOL SUPPORT ACCOUNTABILITY**

**LINK TO DISTRICT  
STRATEGIC PLAN: GENERAL OPERATIONS**

The G0 Salary Schedule sets the compensation rates for temporary and part-time hourly community and after-school care employees.

The Federal minimum wage is increasing from \$6.55 to \$7.25 per hour effective July 24, 2009. On this date, Florida employers must increase the minimum wage from \$7.21 to \$7.25. The pay rates established for several of the positions on the G0 salary schedule will be below the Federal minimum wage. As a result of the new minimum wage increase, selected positions in Pay Grades 1 and 2 are recommended for a rate increase to \$7.25 per hour effective July 24, 2009.

The proposed 2009-2010 G0 Salary Schedule for temporary and part-time hourly community and after-school care positions is attached for approval.

**RECOMMENDED:** That the School Board of Miami-Dade County, Florida, approve the amended G0 Salary Schedule to comply with federal minimum wage.

**COMMUNITY SCHOOL & AFTER-SCHOOL CARE PROGRAMS  
GO SALARY SCHEDULE  
(\*EFFECTIVE July 24, 2009)**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5
1			\$7.24	\$7.25	\$7.75
2		\$7.24	\$7.25	\$7.75	\$8.25
3	\$8.00	\$9.00	\$10.00	\$11.00	\$12.00
4	\$14.00	\$16.00	\$18.00	\$20.00	\$22.00
5	\$24.00	\$25.00	\$26.00	\$27.00	\$28.00

COMMUNITY SCHOOL			AFTER-SCHOOL CARE		
Job Code	Pay Grade	Title	Job Code	Pay Grade	Title
3999	1	Community School Program Aide	4002	1	After-School Program Aide
4000	2	Community School Clerical Aide	4003	2	After-School Care Clerical Aide
4006	2	Community School Activity Leader I	4010	2	After-School Care Activity Leader I
4007	3	Community School Activity Leader II	4011	3	After-School Care Activity Leader II
4008	4	Community School Activity Leader III	4012	4	After-School Care Activity Leader III
4014	5	Community School Program Specialist I	4013	5	After-School Care Program Manager I

\*Effective July 24, 2009, to comply with increase in Federal Minimum Wage effective July 24, 2009.

**COMMUNITY SCHOOL & AFTER-SCHOOL CARE PROGRAMS**  
**GO SALARY SCHEDULE**  
**(\*EFFECTIVE July 24, 2009)**  
**CRITERIA TO DETERMINE PAY GRADE**

**JOB CODE**    **DUTIES AND RESPONSIBILITIES**

3999    **Community School Program Aide** - Assists activity leaders with students, performs minor custodial and/or clerical functions, program security or other tasks related to the operation of the community school program.

4000    **Community School Clerical Aide** - Performs clerical functions directly relating to the operation of the community school program.

4006    **Community School Activity Leader I** - Leads activities that require a minimum of professional training or experience.

4007    **Community School Activity Leader II** - Responsible for a specific program activity that requires experience and professional training.

4008    **Community School Activity Leader III** - Responsible for a specific program activity that requires high degree of experience and professional training.

4014    **Community School Program Specialist I** - Responsible for supervising a community school program with multiple activities and an enrollment of 150 or more participants.

4002    **After-School Program Aide** - Assists activity leaders with students, performs minor custodial and/or clerical functions, program security or other tasks related to the operation of the school-age child care program.

4003    **After-School Care Clerical Aide** - Performs clerical functions directly relating to the operation of the after-school care program.

4010    **After-School Care Activity Leader I** - Supervises after-school care group activities that require a minimum of professional training and experience.

4011    **After-School Care Activity Leader II** - Responsible for a specific group activity that requires experience and professional training.

4012    **After-School Care Activity Leader III** - Responsible for a specific group activity that requires high degree of experience and professional training and/or programmatic responsibilities.

4013    **After-School Care Program Manager** - Responsible for supervising an after-school care program with multiple activities and an enrollment of 150 or more participants.

*Part-time personnel are assigned an appropriate pay grade upon the recommendation of the Assistant Principal for Community Education, approval of the principal, and approval of the Director of Regional Operations - Community Education/School Age Child Care Program. New employees will generally enter at the first step of the pay grade.*

*Employees may be considered for step advancement no more than once per year. They will be granted increases upon the recommendation of the Assistant Principal for Community Education, the approval of the principal, and the approval of the Community Education Administrative Director. Pay increases will be based on enrollment, length of service, and budgetary considerations.*