

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

**SUBJECT: 2009-2010 SALARY INCREASE RECOMMENDATIONS FOR MANAGERIAL EXEMPT PERSONNEL (MEP), CONFIDENTIAL EXEMPT PERSONNEL (CEP) AND MICROSYSTEMS TECHNICIANS, COMPUTER SPECIALISTS COMPUTER TECHNICIANS**

- 1. APPROVE A TWO PERCENT (2%) SALARY INCREASE FOR ELIGIBLE MANAGERIAL EXEMPT PERSONNEL (MEP) EMPLOYEES NOT TO EXCEED THE MAXIMUM OF THE SALARY RANGE, EFFECTIVE DECEMBER 25, 2009**
- 2. APPROVE AMENDED CONFIDENTIAL EXEMPT PERSONNEL (CEP) SALARY AND CORRESPONDING SALARY INCREASES NOT TO EXCEED THE MAXIMUM OF THE SALARY RANGE, EFFECTIVE DECEMBER 25, 2009**
- 3. AUTHORIZE THE MICROSYSTEMS TECHNICIANS, COMPUTER SPECIALISTS AND COMPUTER TECHNICIANS SALARY SCHEDULE AND CORRESPONDING SALARY INCREASES, EFFECTIVE DECEMBER 25, 2009**

**COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY**

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

Pursuant to School Board Rule, 6Gx-13- 4D-1.022, Managerial Exempt Personnel (MEP) salary increases and salary schedules shall be approved by the Board. It is recommended that eligible MEP employees receive a 2% salary increase not to exceed the maximum of the salary range. The salary costs for 2009-2010, which have been funded in the budget is \$1,276,431.

Pursuant to School Board Rule, 6Gx-13- 4D-1.023, Confidential Exempt Personnel (CEP) Classification Plan, salary increases and salary schedules shall be approved by the Board. It is recommended that the CEP Salary Schedule be amended to reflect salaries, approved by The School Board in Agenda Item D-13 at its February 14, 2007, Board Meeting, as Step 15 and Step 16 on the amended salary schedule. The amended salary schedule also reflects a two percent (2%) improvement on each salary step with the exception of Step 16. It is also recommended that CEP corresponding salaries be increased by two percent (2%) not to exceed the maximum of the salary range. There

shall be no step advancement. The salary costs for 2009-2010, which have been funded in the budget is \$152,600.

The Microsystems Technicians, Computer Specialists and Computer Technicians are currently not aligned to a bargaining unit or employee group. It is recommended that The School Board authorize a new salary schedule (M1) for Microsystems Technicians, Computer Specialists and Computer Technicians. The new salary schedule reflects a two percent (2%) increase to the Microsystems Technicians', Computer Specialists' and Computer Technicians' former salaries. There shall be no step advancement. The salary costs for 2009-2010 salary increases, which have been funded in the budget is \$117,600.

- RECOMMENDED:** That The School Board of Miami-Dade County, Florida:
1. Approve a two percent (2%) salary increase for eligible Managerial Exempt Personnel (MEP) employees not to exceed the maximum of the salary range, effective December 25, 2009
  2. Approve amended Confidential Exempt Personnel (CEP) Salary Schedule and corresponding salary increases not to exceed the maximum of the salary range, effective December 25, 2009
  3. Authorize the Microsystems Technicians, Computer Specialists and Computer Technicians Salary Schedule and corresponding salary increases, effective December 25, 2009

**CONFIDENTIAL EXEMPT PERSONNEL**  
**(X0) Salary Schedule 2009-2010 (250 Paid Days)**  
 Effective December 25, 2009

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	STEP
1	\$21,940	\$22,979	\$24,068	\$25,211	\$26,414	\$27,666	\$28,982	\$30,356	\$31,798	\$33,312	\$34,891	\$36,548	1
4	\$24,509	\$25,528	\$26,596	\$27,716	\$28,896	\$30,123	\$31,413	\$32,760	\$34,174	\$35,658	\$37,206	\$38,834	4
2	\$22,979	\$24,068	\$25,211	\$26,414	\$27,666	\$28,982	\$30,356	\$31,798	\$33,312	\$34,891	\$36,548	\$38,285	2
2	\$22,628	\$23,696	\$24,746	\$25,896	\$27,123	\$28,413	\$29,760	\$31,174	\$32,658	\$34,206	\$35,834	\$37,534	2
3	\$24,068	\$25,211	\$26,414	\$27,666	\$28,982	\$30,356	\$31,798	\$33,312	\$34,891	\$36,548	\$38,285	\$40,104	3
3	\$23,696	\$24,746	\$25,896	\$27,123	\$28,413	\$29,760	\$31,174	\$32,658	\$34,206	\$35,834	\$37,534	\$39,317	3
4	\$25,211	\$26,414	\$27,666	\$28,982	\$30,356	\$31,798	\$33,312	\$34,891	\$36,548	\$38,285	\$40,104	\$42,007	4
4	\$24,746	\$25,896	\$27,123	\$28,413	\$29,760	\$31,174	\$32,658	\$34,206	\$35,834	\$37,534	\$39,317	\$41,183	4
5	\$26,414	\$27,666	\$28,982	\$30,356	\$31,798	\$33,312	\$34,891	\$36,548	\$38,285	\$40,104	\$42,007	\$44,004	5
6	\$25,896	\$27,123	\$28,413	\$29,760	\$31,174	\$32,658	\$34,206	\$35,834	\$37,534	\$39,317	\$41,183	\$43,144	6
6	\$27,666	\$28,982	\$30,356	\$31,798	\$33,312	\$34,891	\$36,548	\$38,285	\$40,104	\$42,007	\$44,004	\$46,100	6
6	\$27,123	\$28,413	\$29,760	\$31,174	\$32,658	\$34,206	\$35,834	\$37,534	\$39,317	\$41,183	\$43,144	\$45,196	6
7	\$28,982	\$30,356	\$31,798	\$33,312	\$34,891	\$36,548	\$38,285	\$40,104	\$42,007	\$44,004	\$46,100	\$48,281	7
7	\$28,413	\$29,760	\$31,174	\$32,658	\$34,206	\$35,834	\$37,534	\$39,317	\$41,183	\$43,144	\$45,196	\$47,334	7
8	\$30,356	\$31,798	\$33,312	\$34,891	\$36,548	\$38,285	\$40,104	\$42,007	\$44,004	\$46,100	\$48,281	\$50,579	8
8	\$29,760	\$31,174	\$32,658	\$34,206	\$35,834	\$37,534	\$39,317	\$41,183	\$43,144	\$45,196	\$47,334	\$49,587	8
9	\$31,798	\$33,312	\$34,891	\$36,548	\$38,285	\$40,104	\$42,007	\$44,004	\$46,100	\$48,281	\$50,579	\$52,981	9
9	\$31,174	\$32,658	\$34,206	\$35,834	\$37,534	\$39,317	\$41,183	\$43,144	\$45,196	\$47,334	\$49,587	\$51,942	9
10	\$33,312	\$34,891	\$36,548	\$38,285	\$40,104	\$42,007	\$44,004	\$46,100	\$48,281	\$50,579	\$52,981	\$55,498	10
10	\$32,658	\$34,206	\$35,834	\$37,534	\$39,317	\$41,183	\$43,144	\$45,196	\$47,334	\$49,587	\$51,942	\$54,409	10
11	\$34,891	\$36,548	\$38,285	\$40,104	\$42,007	\$44,004	\$46,100	\$48,281	\$50,579	\$52,981	\$55,498	\$58,135	11
11	\$34,206	\$35,834	\$37,534	\$39,317	\$41,183	\$43,144	\$45,196	\$47,334	\$49,587	\$51,942	\$54,409	\$56,995	11
12	\$36,548	\$38,285	\$40,104	\$42,007	\$44,004	\$46,100	\$48,281	\$50,579	\$52,981	\$55,498	\$58,135	\$60,898	12
12	\$35,834	\$37,534	\$39,317	\$41,183	\$43,144	\$45,196	\$47,334	\$49,587	\$51,942	\$54,409	\$56,995	\$59,703	12
13	\$40,403	\$42,222	\$44,126	\$46,123	\$48,219	\$50,400	\$52,698	\$55,100	\$57,616	\$60,254	\$63,016	\$65,907	13
13	\$39,640	\$41,394	\$43,260	\$45,248	\$47,273	\$49,411	\$51,664	\$54,049	\$56,496	\$59,072	\$61,780	\$64,614	13
14	\$42,521	\$44,341	\$46,244	\$48,241	\$50,336	\$52,518	\$54,816	\$57,217	\$59,735	\$62,372	\$65,135	\$68,025	14
14	\$41,687	\$43,471	\$45,337	\$47,295	\$49,349	\$51,488	\$53,741	\$56,095	\$58,563	\$61,149	\$63,857	\$66,691	14
15	\$44,222	\$46,115	\$48,094	\$50,171	\$52,350	\$54,619	\$57,099	\$59,506	\$62,124	\$64,867	\$67,740	\$70,746	15
16	\$45,089	\$47,018	\$49,036	\$51,154	\$53,376	\$55,689	\$58,126	\$60,672	\$63,342	\$66,139	\$69,068	\$72,133	16

Effective 12/25/2009 improve salary schedule by 2% with the exception Step 16. Steps 15 and 16 replace salary differentials approved for 2006-07 and 2007-08 for employees who were on the top step (14).

**Microsystems Technicians, Computer Specialists and Computer Technicians**  
**(M1) Salary Schedule 2009-2010 (222 paid days)**

Effective 12/25/2009

GRD	STEP01	STEP02	STEP03	STEP04	STEP05	STEP06	STEP07	STEP08	STEP09	STEP10	STEP11	STEP12	STEP13
<u>01</u>	<u>25,000</u>	<u>26,127</u>	<u>27,319</u>	<u>28,591</u>	<u>29,931</u>	<u>31,222</u>	<u>32,564</u>	<u>33,470</u>	<u>34,982</u>	<u>36,330</u>	<u>37,732</u>	<u>42,011</u>	<u>43,997</u>
01 Annual	24,509	25,614	26,783	28,030	29,344	30,609	31,925	32,813	34,206	35,617	36,992	41,187	43,134
<u>02</u>	<u>29,931</u>	<u>31,222</u>	<u>32,564</u>	<u>33,973</u>	<u>35,443</u>	<u>36,978</u>	<u>38,581</u>	<u>39,486</u>	<u>41,282</u>	<u>42,880</u>	<u>44,545</u>	<u>49,097</u>	<u>51,083</u>
02 Annual	29,344	30,609	31,925	33,306	34,748	36,252	37,824	38,711	40,472	42,039	43,671	48,134	50,081
<u>03</u>	<u>31,222</u>	<u>32,564</u>	<u>33,973</u>	<u>35,443</u>	<u>36,978</u>	<u>38,581</u>	<u>40,259</u>	<u>41,235</u>	<u>43,113</u>	<u>44,784</u>	<u>46,524</u>	<u>51,156</u>	<u>53,141</u>
03 Annual	30,609	31,925	33,306	34,748	36,252	37,824	39,469	40,426	42,267	43,905	45,611	50,152	52,099