

Enid Weisman, Assistant Superintendent
Human Resources, Recruiting, Performance Management and Labor Relations

**SUBJECT: 2011-2012 MANAGERIAL EXEMPT PERSONNEL (MEP)
AND CONFIDENTIAL EXEMPT PERSONNEL (CEP)
SALARY SCHEDULES**

- 1. APPROVE THE AMENDED MANAGERIAL EXEMPT PERSONNEL (MEP) SALARY SCHEDULE EFFECTIVE JULY 1, 2011**
- 2. APPROVE THE AMENDED CONFIDENTIAL EXEMPT PERSONNEL (CEP) SALARY SCHEDULE EFFECTIVE JULY 1, 2011**
- 3. APPROVE SALARY REDUCTIONS FOR AFFECTED EMPLOYEES**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

LINK TO STRATEGIC FRAMEWORK: FINANCIAL EFFICIENCY/STABILITY

The budget adopted by the Florida Legislature for the upcoming FY 2011-2012 includes significant reductions to public school funding. The impact of these reductions has already begun to be felt. As always, we maintain a commitment to our guiding principles which have helped us to successfully navigate these turbulent economic times.

Managerial Exempt Employees (MEP) have shouldered significant salary reductions over the past 3 years, and will again take the lead in absorbing this financial blow. In recognition of these hard economic times, and the fact that all employees will face a 3 percent reduction to their take home salary as a result of the FRS contribution mandated by the legislature, those at the highest salary levels will be disproportionately affected by this proposed modification to the MEP Salary Schedule, thus allowing those who can least afford it to be spared draconian reductions.

To ameliorate the budget shortfall, the following revisions are recommended for the MEP Salary Schedule:

- Reduce the maximums of all pay grades by approximately 20 percent;
- Compress the salary schedule ranges; and

**Good Cause
D-24**

- Lower the minimums of pay grades 24 and 25 to resolve compression issues for these pay grades.

MEP Employees that are currently above the new maximum for each pay grade will experience a reduction in compensation of approximately 2 percent.

In addition, Confidential Exempt Personnel (CEP) compensation will be tied to the starting salary of a beginning teacher. CEP employees who earn more than a beginning teacher salary (\$38,500) will experience a real reduction of 2 percent in their current compensation.

Human Resources will review credential payment for MEP and salary supplements, and incentives for CEP personnel in an effort to better align market driven skills with compensation. This review will result in policy recommendations which will be effective in the budget adoption for 2012-2013.

The revisions to the MEP and CEP Salary Schedules will result in approximately \$500,000 of immediate reductions, and will accrue additional significant long term savings associated with the compression of these schedules.

This item does not appear in the published Agenda. There is good cause to vary from the Agenda due to the time frame the District received the budgetary information from Tallahassee.

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

1. Approve the Amended Managerial Exempt Personnel (MEP) Salary Schedule effective July 1, 2011
2. Approve the Amended Confidential Exempt Personnel (CEP) Salary Schedule effective July 1, 2011
3. Approve Salary Reductions for affected employees effective July 1, 2011

**2011-2012
MANAGERIAL EXEMPT SALARY SCHEDULE**
(Effective July 1, 2011)

NON-SCHOOL SITE					SCHOOL SITE				SCHOOL POLICE					
Pay Grade	Recommended		Maximum	Recommended	Pay Grade	Minimum	Recommended		Pay Grade	Minimum	Maximum	Recommended		
	Minimum	Maximum					Minimum	Maximum						
27		\$119,262	\$175,432	\$140,262										
26		\$114,945	\$163,445	\$135,945										
25	\$106,245	\$114,245	\$147,002	\$129,245										
24	\$101,335	\$112,248	\$141,385	\$123,335										
23		\$91,335	\$132,077	\$114,335	equal to	P3	\$107,927	\$141,999	\$128,927					
						P2	\$98,852	\$139,359	\$118,852					
22		\$81,666	\$127,062	\$102,666	equal to	P1	\$94,530	\$136,720	\$114,530	equal to	S3	\$104,365	\$129,885	\$116,365
21		\$75,669	\$119,532	\$95,626	equal to	VP	\$78,902	\$125,832	\$100,658	equal to	S2	\$93,990	\$122,355	\$105,990
						AP 12M	\$76,792	\$120,532	\$96,792					
20		\$70,133	\$109,933	\$88,133		AP 10M	\$71,854	\$111,167	\$91,854					
19		\$65,247	\$103,705	\$83,247						equal to	S1	\$84,591	\$112,755	\$95,591
18		\$60,633	\$94,227	\$78,633										
17		\$54,858	\$86,194	\$68,955										
16		\$51,809	\$79,470	\$61,809										

Pay Grade

- 27 - Deputy Superintendent
- 26 - Associate Superintendent
- 25 - Assistant Superintendent
- 24 - Administrative Director
- 23 - District Director
- 22 - Executive Director
- 21 - Instructional Supervisor, District Supervisor, Director
- 20 - Supervisor
- 19 - Coordinator
- 18 - Staff Specialist
- 17 - Analyst
- 16 - Staff Assistant

Pay Grade

- P3 - Principal - Senior High, Vocational/Technical Schools
- P2 - Principal - Middle, Opportunity, Adult, ESE Schools, and K-8
- P1 - Principal - Elementary
- VP - Vice Principal
- AP - Assistant Principal 12-Month - Community, Adult School
- AP - Assistant Principal 10-Month - Elementary, Middle, Senior High School

Pay Grade

- S3 - School Police Major
- S2 - School Police Captain
- S1 - School Police Commander

CONFIDENTIAL EXEMPT PERSONNEL
(X0) Salary Schedule 2011-2012 (250 Paid Days)
Effective 7/1, 2011

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
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
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
<u>3</u>												<u>39,301</u>	<u>3</u>
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
<u>4</u>											<u>39,301</u>	<u>41,166</u>	<u>4</u>
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
<u>5</u>										<u>39,301</u>	<u>41,166</u>	<u>43,123</u>	<u>5</u>
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
<u>6</u>									<u>39,301</u>	<u>41,166</u>	<u>43,123</u>	<u>45,178</u>	<u>6</u>
7	\$28,982	\$30,356	\$31,798	\$33,312	\$34,891	\$36,548	\$38,285	\$40,104	\$42,007	\$44,004	\$46,100	\$48,284	7
<u>7</u>								<u>39,301</u>	<u>41,166</u>	<u>43,123</u>	<u>45,178</u>	<u>47,315</u>	<u>7</u>
8	\$30,356	\$31,798	\$33,312	\$34,891	\$36,548	\$38,285	\$40,104	\$42,007	\$44,004	\$46,100	\$48,284	\$50,579	8
<u>8</u>							<u>39,301</u>	<u>41,166</u>	<u>43,123</u>	<u>45,178</u>	<u>47,315</u>	<u>49,567</u>	<u>8</u>
9	\$31,798	\$33,312	\$34,891	\$36,548	\$38,285	\$40,104	\$42,007	\$44,004	\$46,100	\$48,284	\$50,579	\$52,984	9
<u>9</u>						<u>39,301</u>	<u>41,166</u>	<u>43,123</u>	<u>45,178</u>	<u>47,315</u>	<u>49,567</u>	<u>51,921</u>	<u>9</u>
10	\$33,312	\$34,891	\$36,548	\$38,285	\$40,104	\$42,007	\$44,004	\$46,100	\$48,284	\$50,579	\$52,984	\$55,498	10
<u>10</u>					<u>39,301</u>	<u>41,166</u>	<u>43,123</u>	<u>45,178</u>	<u>47,315</u>	<u>49,567</u>	<u>51,921</u>	<u>54,388</u>	<u>10</u>
11	\$34,891	\$36,548	\$38,285	\$40,104	\$42,007	\$44,004	\$46,100	\$48,284	\$50,579	\$52,984	\$55,498	\$58,135	11
<u>11</u>				<u>39,301</u>	<u>41,166</u>	<u>43,123</u>	<u>45,178</u>	<u>47,315</u>	<u>49,567</u>	<u>51,921</u>	<u>54,388</u>	<u>56,972</u>	<u>11</u>
12	\$36,548	\$38,285	\$40,104	\$42,007	\$44,004	\$46,100	\$48,284	\$50,579	\$52,984	\$55,498	\$58,135	\$60,898	12
<u>12</u>			<u>39,301</u>	<u>41,166</u>	<u>43,123</u>	<u>45,178</u>	<u>47,315</u>	<u>49,567</u>	<u>51,921</u>	<u>54,388</u>	<u>56,972</u>	<u>59,680</u>	<u>12</u>
13	\$40,403	\$42,222	\$44,126	\$46,123	\$48,219	\$50,400	\$52,698	\$55,100	\$57,616	\$60,254	\$63,046	\$65,907	13
<u>13</u>	<u>39,594</u>	<u>41,377</u>	<u>43,243</u>	<u>45,200</u>	<u>47,254</u>	<u>49,392</u>	<u>51,644</u>	<u>53,998</u>	<u>56,463</u>	<u>59,048</u>	<u>61,755</u>	<u>64,588</u>	<u>13</u>
14	\$42,524	\$44,344	\$46,244	\$48,241	\$50,336	\$52,518	\$54,816	\$57,217	\$59,735	\$62,372	\$65,135	\$68,025	14
<u>14</u>	<u>41,670</u>	<u>43,454</u>	<u>45,319</u>	<u>47,276</u>	<u>49,329</u>	<u>51,467</u>	<u>53,719</u>	<u>56,072</u>	<u>58,540</u>	<u>61,124</u>	<u>63,832</u>	<u>66,664</u>	<u>14</u>
15	\$44,222	\$46,115	\$48,094	\$50,171	\$52,350	\$54,619	\$57,009	\$59,506	\$62,124	\$64,867	\$67,740	\$70,746	15
<u>15</u>	<u>43,337</u>	<u>45,192</u>	<u>47,132</u>	<u>49,167</u>	<u>51,303</u>	<u>53,526</u>	<u>55,868</u>	<u>58,315</u>	<u>60,881</u>	<u>63,569</u>	<u>66,385</u>	<u>69,331</u>	<u>15</u>
16	\$45,994	\$47,960	\$50,018	\$52,178	\$54,444	\$56,804	\$59,289	\$61,886	\$64,609	\$67,462	\$70,450	\$73,576	16
<u>16</u>	<u>45,071</u>	<u>47,000</u>	<u>49,017</u>	<u>51,134</u>	<u>53,355</u>	<u>55,667</u>	<u>58,103</u>	<u>60,648</u>	<u>63,316</u>	<u>66,112</u>	<u>69,040</u>	<u>72,104</u>	<u>16</u>

Reduce Salary Steps greater than starting teacher salary by 2% effective 7/1/2011.