

Dr. Marta Pérez, Board Member

**SUBJECT: SALARY INCREASES AND INCENTIVE PAYMENTS**

**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 changes that put our employees' health insurance increases, salaries and raises at risk. Simply put, the district is facing significant financial shortfalls and it is now necessary to revisit all cost-saving measures. Moreover, in keeping with the leadership example 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.

Besides many other benefits, under the Superintendent's contract he began his tenure in 2004 with a base salary of \$295,000 + \$50,000 bonus potential, in 2005 his salary increased to \$305,000 + \$55,000 bonus potential, in 2006 his salary increased to \$315,000 + \$65,000 bonus potential, in 2007 his salary increased to \$325,000 + \$70,000, and in July of 2008 his salary, according to his contract, will go to \$345,000 + \$75,000 bonus potential. His salary has gone from \$295,000 to \$345,000 during his four years and bonuses from a possible \$50,000 to \$75,000, which makes the sum of these two parts of his compensation worth more than \$400,000. This does not include other benefits, paid expenses, office expenses, travel, retirement benefits, automobile, gas, repairs, insurance, federal income tax liability, vacation, sick leave, physical examinations, disability and death insurance for his heirs. Besides this, the Superintendent receives compensation for his speaking engagements and the book he has written drawing upon his experiences while here in Miami-Dade. While not implying any negative connotations to this, the fact is that the School District does not receive any benefit from the book and its proceeds go solely to the Superintendent.

Similarly, the School Board Attorney began working at the School District in 2005 at a base salary of \$215,000 with an automatic yearly pay raise of 4%, plus a possible merit pay of 6% for a total of 10% yearly increase possible. In November of 2006, her base pay was \$235,855, and increased to \$245,290 in February 2008. These sums do not include other benefits, i.e., paid expenses, travel, retirement benefits, automobile, gas, repair, insurance, vacation, sick

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leave, a “mommy clause,” moreover, it is not unusual for the board attorney to work from her home in Palm Beach County.

Given our scarce financial shortfall 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 from this date to mutually agree not to take a pay increase or merit pay bonus until such time as our teachers receive pay increases, and at that time to agree to increase their salaries with no more percentage than what is afforded to our teachers.

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

That The School Board of Miami-Dade County, Florida, request that the Superintendent and Board Attorney:

1. agree to mutually amend their respective employment contracts to provide that neither the Superintendent nor the Board Attorney shall receive a salary increase or merit pay incentive until such time as the district’s teachers receive a raise ; and
2. agree to mutually amend their respective employment contracts with the School Board to receive the same percentage pay raise as teachers on an annual basis without any further consideration of a potential merit pay increase.