



# Miami-Dade County Public Schools

*giving our students the world*

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November 29, 2012

Mr. Joseph A. Cortese, Jr., Business Representative/Chief Negotiator  
DCSMEC  
2315 NW 107 Avenue, Box 86, Suite 1M36  
Miami, Florida 33172

Dear Mr. Cortese,

In response to your call this afternoon regarding your members' questions related to the article in today's Miami Herald, please find below several points that should clarify the concerns:

- This is only a **Salary Schedule** for MEP employees (No Raises)
- No MEP employee will receive a salary increase as a result of this change in the Salary Range (No Raises)
- Only the Salary Range was adjusted on the Salary Schedule (No Raises)
- MEP employees who are promoted, are restricted by Board Policy to receive a maximum of 5% salary increase or be moved to the minimum on the Salary Range of their new position
- MEP positions have been reduced by 45% District wide over the past four years
- The reduction in MEP employees has realized a \$39 million savings annually
- MEP salaries were cut 5% in 2008 (Not given back)
- MEP employees gave up 10 days (3.8% salary value) in 2009 (Not given back)

Joe, you know that the District holds the DCSMEC bargaining unit in very high esteem. The Superintendent personally came to the final bargaining session when we reached the Tentative Agreement. This was in part due to the relationship that has been established over the past four years with this unit. Additionally, it is most unfortunate that the article in the Miami Herald today was inaccurate in their reporting of the D-21 item as published and caused this level of concern by your membership.

Your continued support and commitment to Miami-Dade County Public Schools is recognized and greatly appreciated!

Sincerely,

Enid Weisman  
Chief Human Capital Officer

EW/lhb  
L120

cc: Mr. Jorge Garcia  
Mr. James Haj