

## ARTICLE XXIX -- SALARY

### Section 1. Non-Instructional Classification Plan

Salaries for employees in this Unit shall be adjudicated and paid in accordance with the salary schedules contained in Appendix D and pursuant to the provisions of this Article and Appendix B.

### Section 2. Salary Schedule

The salary of each employee shall be as specified in Appendix D, as follows:

#### **FISCAL YEAR 2004-2005**

Effective July 1, 2004, eligible bargaining unit members shall be placed on the adjusted 2004-2005 B6 Salary Schedule in accordance with the attached conversion charts with the following exceptions pertaining to Pay Grade 25:

- \* Employees on Step 1 of the 2003-2004 Salary Schedule who were sworn in as M-DSPD police officers after December 31, 2003 will remain on Step 1 of the adjusted 2004-2005 B6 Salary Schedule;
- \* Employees on Step 2 of the 2003-2004 Salary Schedule who were sworn in as M-DSPD police officers between January 1, 2000 and December 31, 2002 will be placed on Step 4 of the adjusted 2004-2005 B6 Salary Schedule and thereafter be placed in accordance with the attached conversion charts;
- \* Employees on Step 3 of the 2003-2004 Salary Schedule who were sworn in as M-DSPD police officers between April 1, 1999 and November 30, 1999 will be placed on Step 5 of the adjusted 2004-2005 B6 Salary Schedule and thereafter be placed in accordance with the attached conversion charts; and
- \* School District employees who were sworn in as M-DSPD police officers after January 1, 2004 and were placed above Step 1 of the B6 Salary Schedule shall maintain the same base salary during the 2004-2005 fiscal year. Effective July 1, 2005, these employees will be placed on the first step that provides a pay increase for the 2005-2006 fiscal year and thereafter will be placed in accordance with the 2006-2007 attached conversion charts.

#### **FISCAL YEAR 2005-2006**

Effective July 1, 2005, eligible bargaining unit members shall be placed on the adjusted 2005-2006 B6 Salary Schedule in accordance with the attached conversion charts, with the following exception:

- \* School District employees who were sworn in as M-DSPD police officers after

January 1, 2004 and were placed above Step 1 of the B6 Salary Schedule shall maintain the same base salary during the 2004-2005 fiscal year. Effective July 1, 2005, these employees will be placed on the first step that provides a pay increase for the 2005-2006 fiscal year and thereafter will be placed in accordance with the 2006-2007 attached conversion charts.

### **FISCAL YEAR 2006-2007**

Effective July 1, 2006, eligible bargaining unit members shall be placed on the adjusted 2006-2007 B6 Salary Schedule in accordance with the attached conversion charts.

### **Section 3. Annual Police Service Longevity Supplement**

Effective January 2, 2004, employees who have completed five years of consecutive police service with Miami-Dade School Police Department shall be entitled to a 4% supplement to be added to their base salary. Thereafter, such payment will be made after completing five years of consecutive service with Miami-Dade School Police Department upon the effective anniversary date.

Effective July 1, 2004, employees who have completed 10 years of consecutive service with Miami-Dade School Police Department shall be entitled to an additional 4% supplement to be added to their base salary, for a total 8% longevity supplement.

For purposes of this provision, 260 paid work days shall constitute a year of service. This supplement will continue to be paid and will not be frozen in regards to salary schedule provisions.

Only employees in an active pay status as of the date of School board ratification shall be entitled to any retroactive adjustments resulting from this Agreement.