

## ARTICLE XIII -- SALARY

- A. All positions authorized for inclusion in the DCSMEC bargaining unit are compensated at pay rates specified on Salary Schedules HO or H1 (refer to Appendix C ).
- B. Effective July 1, 2006, the HO, and H1 salary schedules shall be improved by 4%.  
Effective July 1, 2007, the HO and H1 salary schedules will be improved by 4%.  
Effective July 1, 2008, the HO and H1 salary schedules will be improved by 4%.
- C. The top step of each foreperson classification shall be eight (8) percent above the top step of the corresponding journey person classification, except for Network and Data Services Foreperson, Area General Foreperson, Trades Support Foreperson and Project Specialist Foreperson.
- D. Temporary employees listed on the H1 salary schedule shall be paid at 80 percent of the related tradesperson salary schedule.
- E. Lead forepersons shall receive \$1.00 per hour upon assignment.
- F. Only employees in an active status as of the date of School Board ratification shall be entitled to any retroactive adjustments resulting from this Agreement.
- G. Zone Mechanics
  - 1. Current M-DCPS employees who become Zone Mechanics shall be employed as Zone Mechanics (6444) and will receive the salary specified in Appendix C, Salary Schedule HO for Zone Mechanics (6444) or their current salary, whichever is greater.
  - 2. Non-M-DCPS applicants hired as Zone Mechanics will receive the salary specified in Appendix C, Salary Schedule HO for Zone Mechanic (6444).
  - 3. Zone Mechanics (6444) shall apply and take the Zone Mechanic Certification Examination upon completion of the four-calendar month probationary period. The Zone Mechanic Certification Examination shall be administered quarterly, or as soon thereafter as is practical, but not less than twice annually. An employee who fails to achieve a passing score on any component (Refrigeration Certification, Building Maintenance Certification, Plumbing Certification, Electrical Certification) of the Zone Mechanic Certification Examination shall be required to complete that component(s) of the training program before reapplying for the Zone Mechanic Certification Examination.
  - 4. A Zone Mechanic who fails to pass one or more component(s) of the Zone Mechanic Certification Examination for a second time may be afforded the opportunity to again take the appropriate component training program(s) and then take the next scheduled component test(s). Zone Mechanics who fail to successfully pass all component tests after three attempts, may apply to retake the entire battery of tests after 12 months from date of the third attempt.

5. Zone Mechanics who successfully complete the Zone Mechanic Certification Examination shall be reclassified to the Zone Mechanic - Certified (6445) position, effective the first pay period following successful completion of the Zone Mechanic Certification Examination.

H. Hazardous Duty Pay

Hazardous duty pay of \$2.00 per hour shall be paid to employees, who after receiving prior permission from the Administrative Director, Maintenance Operations, perform specifically assigned tasks that involve:

- Working on a hanging or swing stage or fixed scaffolding where a free fall of over 40 feet is possible;
- Working on roofs with a pitch of 7:12 or greater;
- Installing, removing probe testing or trouble shooting equipment that is electrically connected to energized conductors with a nominal voltage of 480 volts or greater;
- Handling and removal of unencapsulated, unpackaged, friable asbestos material;
- Work requiring the wearing of Asbestos Protective Equipment;
- Performing spray painting duties; and
- Handling or spraying of chemicals used in air conditioning coil cleaning.

Employees assigned to hazardous duty as a regular function of their work assignment shall be paid a minimum of four hours of hazardous duty pay daily.

- I. Those DCSMEC bargaining unit members who were awarded license incentive pay supplements (i.e., \$250/\$500 for journeyman, foreperson, or Area General Foreperson who attained an official Miami-Dade County Personal Certificate of Competency/Miami-Dade County or State of Florida Masters License in their respective trades), pursuant to the 1982 M-DCPS/DCSMEC Labor Agreement, shall retain the license incentive pay upon promotion within the DCSMEC bargaining unit.