



AGENDA REQUEST FORM

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

| | |
|--------------------------------------|--------------------------|
| Special Order Request | |
| <input checked="" type="radio"/> Yes | <input type="radio"/> No |
| Time | |
| 10:45 AM | |
| Open Agenda | |
| <input checked="" type="radio"/> Yes | <input type="radio"/> No |

| | |
|---------------------|--|
| MEETING DATE | Jan 20 2016 10:15AM - Regular School Board Meeting |
| AGENDA ITEM | OPEN ITEMS |
| CATEGORY | GG. OFFICE OF HUMAN RESOURCES |
| DEPARTMENT | Employee & Labor Relations |

ITEM No.:

GG-2.

TITLE:

2015-2016 ESMAB Salary Schedule for Educational Support & Management Association of Broward, Inc. (ESMAB)

REQUESTED ACTION:

Adopt the attached 2015-2016 ESMAB Salary Schedule for the Meet and Confer Group, Educational Support & Management Association of Broward, Inc. (ESMAB).

SUMMARY EXPLANATION AND BACKGROUND:

This Agreement provides for an overall 2.5% increase to the salaries and schedule of eligible employees covered under the ESMAB group, effective July 1, 2015.

SCHOOL BOARD GOALS:

Goal 1: High Quality Instruction
 Goal 2: Continuous Improvement
 Goal 3: Effective Communication

FINANCIAL IMPACT:

The estimated financial impact for the 2.5% salary increase for eligible employees will generate a total payroll cost of approximately \$667,415 for the 2015-2016 school year, including fringe benefits.

EXHIBITS: (List)

(1) Exhibit1_ESMABSalarySchedule2015_2016

BOARD ACTION:

ADOPTED

(For Official School Board Records Office Only)

SOURCE OF ADDITIONAL INFORMATION:

| | |
|------------------------|---------------------|
| Name: Robert W. Runcie | Phone: 754-321-2600 |
| Name: Dorothy W, Davis | Phone: 754-321-2140 |

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
Senior Leader & Title

Dorothy W. Davis - Director

Signature

Dorothy W. Davis
 1/12/2016, 11:57:18 AM

Approved In Open Board Meeting On: JAN 20 2016

By:

School Board Chair

**Educational Support Management Association of Broward, INC.
(ESMAB)
Salary Band Schedule
~~2015-2016~~ ~~2014-2015~~ ~~2013-2014~~**

| SALARY BAND | | MINIMUM ----- | MIDPOINT ----- | MAXIMUM ----- |
|--------------------|----------|-------------------------|--------------------------|-------------------------|
| S | A | \$113,341 | \$153,262 | \$190,349 |
| | D | \$464.51 | \$628.12 | \$780.12 |
| | H | \$61.93499 | \$83.74955 | \$104.01574 |
| E | A | \$99,110 | \$133,454 | \$165,320 |
| | D | \$406.19 | \$546.94 | \$677.54 |
| | H | \$54.15872 | \$72.92563 | \$90.33857 |
| D | A | \$80,028 | \$113,293 | \$144,559 |
| | D | \$327.98 | \$464.32 | \$592.45 |
| | H | \$43.73089 | \$61.90900 | \$78.99385 |
| C | A | \$70,343 | \$94,539 | \$116,977 |
| | D | \$288.29 | \$387.45 | \$479.41 |
| | H | \$38.43873 | \$51.66064 | \$63.92159 |
| B | A | \$61,088 | \$82,610 | \$102,604 |
| | D | \$250.36 | \$338.57 | \$420.51 |
| | H | \$33.38160 | \$45.14202 | \$56.06791 |
| A2 | A | \$53,046 | \$71,734 | \$89,096 |
| | D | \$217.40 | \$293.99 | \$365.15 |
| | H | \$28.98690 | \$39.19907 | \$48.68656 |
| A1 | A | \$42,930 | \$60,690 | \$77,377 |
| | D | \$175.94 | \$248.73 | \$317.12 |
| | H | \$23.45912 | \$33.16402 | \$42.28245 |

Eligible employees shall receive a 2.5% increase effective July 1, 2015.

The salary schedule midpoint and maximum rates shall be increased by 2.5% effective July 1, 2015. No movement to the minimum salary range.

(Employees hired into the ESMAB unit after July 1, 2015, shall not be eligible to receive the salary increase.)

The rates on this salary schedule and employee salaries subject to it shall increase by 2.2% effective July 1, 2014.

Employee salaries subject to this schedule shall increase 2.5% effective January 1, 2014. Employees employed on January 1, 2014 shall be eligible to receive this increase.