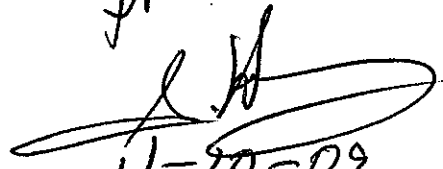


ARTICLE IX -- WORKING CONDITIONS

Section 1. Work Scheduling

J. 12-month Recess Days for 2009-2010

For the 2009-2010 fiscal year, 12 month unit employees will not report to work during the five Winter recess days and the five Spring recess days, as set forth in the 2009-2010 Elementary and Secondary School Calendar. These 10 recess days will be paid days.


Done 11/10/09

11-20-09

ARTICLE XV – INSURANCE AND OTHER BENEFITS

Section 2. Insurance and Other Benefits


C. Benefits Advisory Committee – A Benefits Advisory Committee of AFSCME Bargaining Unit shall be formed for the purpose of reviewing plan performance and advising the District on desired changes in insurance benefits. This committee will make its recommendations to the Superintendent of Schools and the President of the American Federation of State County and Municipal Employees (AFSCME).

1. The advisory committee shall consist of three AFSCME appointed members by the Union, to include the president and three members from M-DCPS.
2. The advisory committee shall meet quarterly or on an as needed basis.
3. The advisory committee shall be provided access to all relevant and available information as allowed by HIPAA. This information may include financial, actuarial, and consultant reports, request for proposals (RFPs) conducted, aggregated data concerning wellness initiatives, and pertinent utilization data. Cost data associated with claims or utilization activity, admission rates, and emergency room visitation shall also be included. Available information related to pharmacy discounts paid to the district on a monthly basis shall be made available to the committee.
4. The advisory committee may request outside auditors, actuaries and consultants to make presentations and provide data to the committee at no additional cost to the district.
5. The advisory committee will work collaboratively to identify at least 10 health and wellness workshops to be provided during the 2010 calendar year (asthma, fitness, weight reduction, oral health, healthy eating, heart health, cancer prevention, etc.) The employees who participate in these workshops shall do so during their non-duty hours or with supervisory approval.

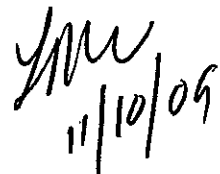

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11/10/09

ARTICLE XXV -- TERM OF AGREEMENT AND REOPENING

- A. It is agreed and understood that this Contract and each of its provisions shall be effective and constitute a legally-binding contract upon approval by the Miami-Dade County School Board and ratification by members of the bargaining unit represented by the American Federation of State, County, and Municipal Employees, Local 1184, pursuant to Florida Statutes, Chapter 447.309.
- B. In the event either party does not ratify this Contract, both parties agree to return to the bargaining table for further negotiations.
- C. The terms of this Contract are for three years provided:
1. The terms and conditions of employment will be effective from July 1, ~~2009~~ 2006 and shall continue until midnight, June 30, ~~2009~~ 2012 provided, however, each party may also reopen wages for 2010-2011 and 2011-2012 reopener negotiations.
- D. If the Florida Legislature fails to allocate adequate funds to implement the fiscal agreements in this Contract, the Board and/or the Union may reopen negotiations on such issues.
- E. Agreements reached on wages, hours, and terms and conditions of employment, subsequent to the approval and ratification of this Contract, shall be incorporated and added to this Contract as an addendum.
- F. During negotiations, unit employees will continue to be governed by the current economic agreement. These provisions will govern until negotiations for the revised economic package have been concluded and agreement is reached or impasse procedures have been exhausted. These provisions are not subject to the grievance/arbitration procedure or to litigation in any court or tribunal.
- G. Employee wages including step advancements will be frozen at the previous year's rate until completion of negotiations.



11-10-09



11/10/09

This Contract shall continue in full force and effect until midnight, June 30, 2012 ~~2009~~.

DATED at Miami, Florida, this 17th day November, 2009 ~~of January, 2007~~.

**THE SCHOOL BOARD OF
MIAMI-DADE COUNTY, FLORIDA**

**AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL
EMPLOYEES, LOCAL 1184, AFL-CIO**

By _____
Dr. Solomon C. Stinson
Chair

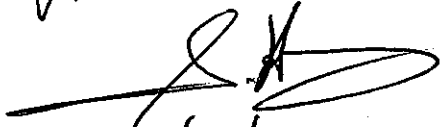
By _____
Sherman Henry
President

By _____
Dr. Marta Pérez
Vice Chair

By _____
Mr. Alberto M. Carvalho
Superintendent of Schools

APPROVED AS TO FORM


School Board Attorney

YMC 11/10/09

11/10/09

ARTICLE X – TRANSFER, LAYOFF, AND RECALL

Section 2. Layoff

- I. There shall be no layoff of full-time and permanent part-time M-DCPS employees in the AFSCME bargaining unit through June 30, 2010.

gmc 11/10/09

11-10-09

**MEMORANDUM OF UNDERSTANDING
2010 HEALTH INSURANCE PLAN**

Pursuant to Appendix II, Section 2.A. of the Labor Contract between the Miami-Dade County Public Schools (M-DCPS) and the American Federation of State, County, and Municipal Employees, Local 1184 (AFSCME), the parties have met through a number of collective bargaining sessions and have agreed to the health insurance plan contained in this Memorandum of Understanding (MOU) and as outlined in the attached 2010 Plan Design, OAP 20, and 2010 Employee Contribution Structure (Scenario 2) for calendar year 2010. This MOU addresses health insurance plan designs, including levels of benefits and employer contribution levels.

1. M-DCPS and AFSCME agree to the attached 2010 Plan Design and Employee Contribution Structure (Scenario 2) for calendar year 2010.
2. M-DCPS and AFSCME agree that the 2010 Plan Design will be effective January 1, 2010 through December 31, 2010.
3. M-DCPS and AFSCME agree that M-DCPS shall continue to maintain its current "opt out" feature at \$100.00 per month, based upon certification of other healthcare coverage. Employees who "opt out" shall not receive the flex benefit dollars identified in number 6 below.
4. M-DCPS and AFSCME agree to continue providing a debit card for use with the medical flexible spending account at no charge to the employee.
5. Employees who choose dependent coverage will enroll eligible dependents in the healthcare selection in which the employee is enrolled.
6. M-DCPS agrees to make an annual contribution of \$280.00 per eligible employee enrolled in the District 2010 health plan to be used for Board paid flexible benefits to include Vision, Dental, Legal, Term Life, Long Term Disability, ID Watchdog Identity Theft and Hospital Indemnity Insurance, to offset the cost of dependent coverage or in cash for calendar year 2010. Fifty dollars of the \$280 to be used for flexible benefits will be funded from the settlement agreement in AAA Case# 32 390 00698 02.

7. Employees will continue to be eligible for Group Term Life Insurance and Flexible Benefits as approved by the School Board on September 9, 2009 in Agenda Item E-68.
8. In the event that the District cannot begin payroll deductions for insurance premiums beginning with the first pay period in January 2010, AFSCME and the District agree to meet and negotiate the terms of the collection of any arrears. All arrear payments will be collected prior to June 30, 2010.
9. This MOU is incorporated into the parties' current Collective Bargaining Agreement and is subject to the grievance and arbitration provisions therein.
10. This MOU is subject to ratification by members of the AFSCME bargaining unit and the School Board of Miami-Dade County, Florida.

DATED at Miami, Florida this ____ day of _____, 2009.

**THE SCHOOL BOARD OF MIAMI-DADE
COUNTY, FLORIDA**

**AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL
EMPLOYEES, LOCAL 1184**

Solomon C. Stinson
Chair

Date

Sherman Henry
President

Date

Marta Pérez
Vice Chair

Date

Alberto M. Carvalho
Superintendent of Schools

Date


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11-10-09
[Handwritten Signature]
11/10/09

APPROVED AS TO FORM

School Board Attorney

Miami-Dade County Public Schools - 2010 Plan Design
AFSCME Collective Bargaining 11.10.09
Open Access Plus (OAP) 20 - CIGNA National Network Platform

	OAP 20 Plan *	
	In-Network	Non-Network
General Provisions		
Annual deductible (I/F)	\$250/\$500	\$1,000/\$2,000
Hospital Admission Copay (Employee Pays)	20% after deductible	40% after deductible
Annual Out-of-Pocket Max (excluding deductible) (I/F)	\$1,500 / \$3,000	\$6,000/\$12,000
Is a PCP election/referral required	No	No
Lifetime Maximum	Unlimited	\$2,000,000 per individual
Do deductibles cross accumulate (in/out of network)	No Cross Accumulation	No Cross Accumulation
Plan Coinsurance (Plan Pays)	80%	60%
Outpatient Services		
Physician Charges		
Primary Care Physician Office Visit	100% after \$20 copay	60% after deductible
Specialist Office Visit	100% after \$40 copay	60% after deductible
Preventive Care		
Immunizations	100% after \$20 copay	60% after deductible
Hearing Examination (limit 1 per year through age 16)	100% after \$20 copay	60% after deductible
Well Child Care- Performed by PCP/Pediatrician (immunizations included)	100% after \$20 copay	60% after deductible
Annual Physical (limit 1 per year)	100% after applicable copay	Not Covered (except well women exam)
Vision Screening for children through age 18 (limit 1 per year at PCP office)	100% after applicable copay	60% after deductible
Gynecological visit (office-visit, pap test)	100% after \$20 copay for annual wellness exam, \$40 copay for all other visits	60% after deductible
Mammograms (routine)	100%	100%
Mammograms (Diagnostic)	100%	60% after deductible
Diagnosis and Treatment		
Laboratory	100%	60% after deductible
Non-Hospital Based Diagnostic Imaging (CT Scans, Pet Scans, MRI, nuclear medicine, X-Ray and Sonogram)	100% after \$100 copay	60% after deductible.
Hospital Based Diagnostic Imaging (CT Scans, Pet Scans, MMRI, nuclear medicine, X-Ray and Sonogram)	80% after deductible	60% after deductible
Medication administered at provider location	80% after deductible	60% after deductible
Short-Term Therapies - Speech, Physical, Respiratory (prior notification required)	100% after \$40 copay 40 visits each per calendar year combined in and out of network	60% after deductible 40 visits each per calendar year combined in and out of network
Therapeutic Treatments (Dialysis, intravenous, chemotherapy, radiation, or other intravenous infusion therapy)	80% after deductible	60% after deductible
Maternity Care	Pre/Post-Natal visits covered at 100% after initial \$40 copay. Obstetrical/midwifery services covered at 80% after deductible	60% after deductible
Childbirth Classes	Not covered	Not covered

gmc 11/10/09

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Miami-Dade County Public Schools - 2010 Plan Design
AFSCME Collective Bargaining 11.10.09
Open Access Plus (OAP) 20 - CIGNA National Network Platform

		OAP 20 Plan *	
Outpatient Surgery - Non-Hospital Based Performed in a primary care physician's office and specialist's office		100% after \$40 copay	60% after deductible
	Performed in free standing facility (non hospital)	100% after \$100 copay	
Outpatient Surgery - Hospital Based		80% after deductible	60% after deductible
Dental Services (Resulting from accident only)		100% after \$40 copay	60% after deductible
Performed in physician's office		Prior notification required	
Emergency Care			
Emergency Room		100% after \$200 copay \$100 copay if JMH facilities (waived if admitted)	100% after \$200 copay \$100 copay if JMH facilities copays waived if admitted if not true emergency, 60% after deductible
Urgent Care		100% after \$50 copay (waived if admitted)	60% after deductible
Convenience Care		100% after \$20 copay	60% after deductible
Mental Health and Substance Abuse (Prior Authorization required)			
Crisis Intervention		100% after \$40 copay	60% after deductible
Alcohol and Drug Treatment		100% after \$40 copay (\$20 copay for group sessions)	60% after deductible
Inpatient Services			
In-Hospital Services			
Room and Board			
Semi-private		80% after deductible	60% after deductible
Intensive care		Prior notification required	
Maternity			
Routine Nursery			
Operating Room			
Bariatric Surgery		Not Covered	Not Covered
Anesthesia		80% after deductible	60% after deductible
Nursing Care		80% after deductible	60% after deductible
General			
Private (if authorized by Plan)			
Services and Supplies (medications, intravenous therapy, supplies and dressing, blood and administration)		80% after deductible	60% after deductible
Physician visits and services (surgical, medical)		80% after deductible	60% after deductible
Inpatient Therapy Services (short term physical, oxygen and respiration, short term rehab)		80% after deductible	60% after deductible
Laboratory Diagnostic Imaging while confined overnight		80% after deductible	60% after deductible
X-ray			
Nuclear medicine			
Sonography			
Radiation therapy			
Mental Health and Substance Abuse Residential Treatment		80% after deductible Prior notification required	60% after deductible

J. Garcia
11/10/09

A. H.
11-10-09

Miami-Dade County Public Schools - 2010 Plan Design
AFSCME Collective Bargaining 11.10.09
Open Access Plus (OAP) 20 - CIGNA National Network Platform

		OAP 20 Plan *	
Other Services			
Out of Area Hospitalization			
Emergency		100% after \$200 copay (waived if admitted)	100% after \$200 copay (waived if admitted)
Admission when referred by physician with approval from Care Coordination		80% after deductible	80% after deductible
Skilled Nursing Facility		80% after deductible Prior notification required Limited to 90 days/calendar yr	60% after deductible
Emergency Ambulance Service		100% after \$50 copay	100% after \$50 copay
Family Planning		Counseling covered at 100% after \$20 copay (PCP) or \$40 copay (Specialist)	Not covered
Counseling and evaluation in physician's office		Elective sterilization covered at 100% after \$40 copay	
Counseling and evaluation in specialist's office		Implantable/injectable contraceptives covered at 100%	
Elective sterilization performed in physician's office			
Implantable or injectable contraceptives			
Infertility Treatment (limited to diagnosis and correction of medical condition only)		100% after \$40 copay	Not covered
Medical office visit including test and counseling			
Infertility Surgery (including In-Vitro Fertilization, Artificial Insemination, GIFT, ZIFT, etc.)		Not covered	Not covered
Allergy		Covered at 100% after \$20 copay (PCP) or \$40 copay (Specialist)	60% after deductible
Treatment/injections without an office visit			
PCP-evaluation/office visit			
Specialist-evaluation/office visit			
Home Health Care (prior notification required)		100% after \$20 copay Home Health Therapy Days count towards	Maximum \$1,000 per year after deductible
Prosthetics Devices		100% after \$100 copay	\$3,000 maximum after annual deductible
Durable Medical Equipment		100% after \$100 copay per item (initial purchase only)	60% after deductible
Audiology Screening		Not covered	Not covered
Podiatry		100% after \$40 copay	60% after deductible
Chiropractic		100% after \$40 copay	60% after deductible
Dermatologist		100% after \$40 copay	60% after deductible
Hospice Care		80% after deductible	60% after deductible
Prescription Drugs			
Self Administered Injectables		Same as Retail/Mail benefit described below Some injectable medications require prior notification/auth and are not available through mail	60% after deductible Some injectable medications require prior notification/auth and are not available through mail
Retail Generic / Formulary Brand / Non-Formulary (up to 31 day supply)		100% after \$10/\$30/\$50	60% after deductible
Mail Generic / Formulary Brand / Non-Formulary (up to 90 day supply)		100% after \$20/\$60/\$100	N/A

* OAP10 and OAP20 benefit designs include autism spectrum disorder coverage as specified by Florida Legislature

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**AFSCME Collective Bargaining 11.10.09 Scenario 2
 Employees Receive OAP 20 Coverage for Free
 Open Access Plus (OAP)**

	(1) Up to \$25k Enrollment	(2) >\$25k up to \$40k Enrollment	(3) >\$40k up to \$55k Enrollment	(4) >\$55k up to \$85k Enrollment
	Employee Cost Per Month	Employee Cost Per Month	Employee Cost Per Month	Employee Cost Per Month
	OAP 20	OAP 20	OAP 20	OAP 20
Employee	\$0	\$0	\$0	\$0
EE+ Spouse	\$122	\$182	\$286	\$331
EE + Child(ren)	\$90	\$140	\$228	\$265
EE + Family	\$230	\$326	\$460	\$528

[Signature]
 11-19-09
 JMC
 11/10/09

MIAMI-DADE COUNTY PUBLIC SCHOOLS
AFSCME LOCAL 1184 SALARY SCHEDULE B4
10-MONTH (215 DAYS)
EFFECTIVE 07/04/07 07/01/09

GRD	STEP02	STEP03	STEP04	STEP05	STEP06	STEP07	STEP08	STEP09	STEP10	STEP11	STEP12	STEP13	STEP14	STEP15	STEP16
13 Annual	44,497	44,629	45,064	15,602	16,059	16,643	17,179	18,044	18,822	19,663	20,523	21,426	22,448	23,306	24,422
13 Daily	66.04	68.05	70.07	72.57	74.70	77.42	79.90	83.93	87.55	91.46	95.66	99.89	104.41	109.23	114.20
13 Hourly	8.26	8.54	8.76	9.08	9.34	9.68	9.99	10.50	10.95	11.44	11.96	12.49	13.06	13.66	14.28
13 Overtime	42.39	42.77	43.44	13.62	14.01	14.52	14.99	15.75	16.43	17.16	17.94	18.74	19.59	20.49	21.42
14 Annual	44,629	45,064	45,602	16,059	16,643	17,179	18,044	18,822	19,663	20,523	21,426	22,448	23,306	24,422	25,511
14 Daily	68.05	70.07	72.57	74.70	77.42	79.90	83.93	87.55	91.46	95.66	99.89	104.41	109.23	114.20	118.20
14 Hourly	8.54	8.76	9.08	9.34	9.68	9.99	10.50	10.95	11.44	11.96	12.49	13.06	13.66	14.28	14.78
14 Overtime	42.77	43.44	13.62	14.01	14.52	14.99	15.75	16.43	17.16	17.94	18.74	19.59	20.49	21.42	22.17
15 Annual	45,064	45,602	46,059	16,643	17,179	18,044	18,822	19,663	20,523	21,426	22,448	23,306	24,422	25,511	26,492
15 Daily	70.07	72.57	74.70	77.42	79.90	83.93	87.55	91.46	95.66	99.89	104.41	109.23	114.20	118.20	123.22
15 Hourly	8.76	9.08	9.34	9.68	9.99	10.50	10.95	11.44	11.96	12.49	13.06	13.66	14.28	14.84	15.41
15 Overtime	43.44	13.62	14.01	14.52	14.99	15.75	16.43	17.16	17.94	18.74	19.59	20.49	21.42	22.26	23.12
16 Annual	45,602	46,059	46,643	17,179	18,044	18,822	19,663	20,523	21,426	22,448	23,306	24,422	25,511	26,492	27,660
16 Daily	72.57	74.70	77.42	79.90	83.93	87.55	91.46	95.66	99.89	104.41	109.23	114.20	118.20	123.22	128.65
16 Hourly	9.08	9.34	9.68	9.99	10.50	10.95	11.44	11.96	12.49	13.06	13.66	14.28	14.84	15.41	16.09
16 Overtime	13.62	14.01	14.52	14.99	15.75	16.43	17.16	17.94	18.74	19.59	20.49	21.42	22.26	23.12	24.14
17 Annual	46,059	46,643	47,179	18,044	18,822	19,663	20,523	21,426	22,448	23,306	24,422	25,511	26,492	27,660	28,726
17 Daily	74.70	77.42	79.90	83.93	87.55	91.46	95.66	99.89	104.41	109.23	114.20	118.20	123.22	128.65	133.62
17 Hourly	9.34	9.68	9.99	10.50	10.95	11.44	11.96	12.49	13.06	13.66	14.28	14.84	15.41	16.00	16.71
17 Overtime	14.01	14.52	14.99	15.75	16.43	17.16	17.94	18.74	19.59	20.49	21.42	22.26	23.12	24.00	25.07
18 Annual	46,643	47,179	48,044	18,822	19,663	20,523	21,426	22,448	23,306	24,422	25,511	26,492	27,660	28,726	30,013
18 Daily	77.42	79.90	83.93	87.55	91.46	95.66	99.89	104.41	109.23	114.20	118.20	123.22	128.65	133.62	139.60
18 Hourly	9.68	9.99	10.50	10.95	11.44	11.96	12.49	13.06	13.66	14.28	14.84	15.41	16.00	16.71	17.45
18 Overtime	14.52	14.99	15.75	16.43	17.16	17.94	18.74	19.59	20.49	21.42	22.26	23.12	24.00	25.07	26.18
19 Annual	47,179	48,044	48,822	19,663	20,523	21,426	22,448	23,306	24,422	25,511	26,492	27,660	28,726	30,013	31,253
19 Daily	79.90	83.93	87.55	91.46	95.66	99.89	104.41	109.23	114.20	118.20	123.22	128.65	133.62	139.60	145.37
19 Hourly	9.99	10.50	10.95	11.44	11.96	12.49	13.06	13.66	14.28	14.84	15.41	16.00	16.71	17.45	18.18
19 Overtime	14.99	15.75	16.43	17.16	17.94	18.74	19.59	20.49	21.42	22.26	23.12	24.00	25.07	26.18	27.27
20 Annual	48,044	48,822	49,663	20,523	21,426	22,448	23,306	24,422	25,511	26,492	27,660	28,726	30,013	31,253	32,515
20 Daily	83.93	87.55	91.46	95.66	99.89	104.41	109.23	114.20	118.20	123.22	128.65	133.62	139.60	145.37	151.24
20 Hourly	10.50	10.95	11.44	11.96	12.49	13.06	13.66	14.28	14.84	15.41	16.00	16.71	17.45	18.18	18.91
20 Overtime	15.75	16.43	17.16	17.94	18.74	19.59	20.49	21.42	22.26	23.12	24.00	25.07	26.18	27.27	28.37
21 Annual	48,822	49,663	50,566	21,426	22,448	23,483	24,553	25,685	26,545	27,823	28,897	30,013	31,253	32,515	34,019
21 Daily	87.55	91.46	95.66	99.89	104.41	109.23	114.20	119.47	123.47	129.42	134.41	139.60	145.37	151.24	156.62
21 Hourly	10.95	11.44	11.96	12.49	13.06	13.66	14.28	14.94	15.44	16.18	16.81	17.45	18.18	18.91	19.69
21 Overtime	16.43	17.16	17.94	18.74	19.59	20.49	21.42	22.41	23.16	24.27	25.22	26.18	27.27	28.37	29.54

SCHEDULED ANNUAL SALARIES ARE BASED ON 260 DAYS. EMPLOYEES WITH FEWER DAYS EARN PROPORTIONALLY LESS.

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11-10-09

**MIAMI-DADE COUNTY PUBLIC SCHOOLS
AFSCME, LOCAL 1184 SALARY SCHEDULE BA
10-MONTH (215 DAYS)
EFFECTIVE 07/01/07-07/01/09**

GRD	STEP02	STEP03	STEP04	STEP05	STEP06	STEP07	STEP08	STEP09	STEP10	STEP11	STEP12	STEP13	STEP14	STEP15	STEP16
22 Annual	19,663	20,566	21,476	22,448	23,483	24,553	25,685	26,893	27,754	29,093	30,217	31,387	32,822	36,175	37,168
22 Daily	91.46	95.66	99.89	104.41	109.23	114.20	119.47	125.09	129.09	135.32	140.55	145.99	164.11	168.26	172.88
22 Hourly	11.44	11.96	12.49	13.06	13.66	14.28	14.94	15.64	16.14	16.92	17.57	18.25	20.52	21.04	21.61
22 Overtime	17.16	17.94	18.74	19.59	20.49	21.42	22.41	23.46	24.21	25.38	26.36	27.38	30.78	31.56	32.42
23 Annual	20,566	21,476	22,448	23,483	24,553	25,685	26,893	28,165	29,025	30,427	31,605	32,890	36,783	37,676	38,669
23 Daily	95.66	99.89	104.41	109.23	114.20	119.47	125.09	131.00	135.00	141.53	147.00	152.70	171.09	175.24	179.86
23 Hourly	11.96	12.49	13.06	13.66	14.28	14.94	15.64	16.38	16.88	17.70	18.38	19.09	21.39	21.91	22.49
23 Overtime	17.94	18.74	19.59	20.49	21.42	22.41	23.46	24.57	25.32	26.55	27.57	28.64	32.09	32.87	33.74
24 Annual	21,476	22,448	23,483	24,553	25,685	26,893	28,165	29,390	30,249	31,713	32,941	34,220	38,229	39,122	40,114
24 Daily	99.89	104.41	109.23	114.20	119.47	125.09	131.00	136.70	140.70	147.51	153.22	159.17	177.81	181.97	186.58
24 Hourly	12.49	13.06	13.66	14.28	14.94	15.64	16.38	17.09	17.59	18.44	19.16	19.90	22.23	22.75	23.33
24 Overtime	18.74	19.59	20.49	21.42	22.41	23.46	24.57	25.64	26.39	27.66	28.74	29.85	33.35	34.13	35.00
25 Annual	22,448	23,483	24,553	25,685	26,893	28,165	29,390	30,664	31,524	33,051	34,334	35,668	39,734	40,628	41,620
25 Daily	104.41	109.23	114.20	119.47	125.09	131.00	136.70	142.63	146.63	153.73	159.70	165.90	184.82	188.97	193.59
25 Hourly	13.06	13.66	14.28	14.94	15.64	16.38	17.09	17.83	18.33	19.22	19.97	20.74	23.11	23.63	24.20
25 Overtime	19.59	20.49	21.42	22.41	23.46	24.57	25.64	26.75	27.50	28.83	29.96	31.11	34.67	35.45	36.30
26 Annual	23,483	24,553	25,685	26,893	28,165	29,390	30,664	32,001	32,859	34,453	35,792	37,184	41,311	42,205	43,197
26 Daily	109.23	114.20	119.47	125.09	131.00	136.70	142.63	148.85	152.84	160.25	166.48	172.95	192.15	196.30	200.92
26 Hourly	13.66	14.28	14.94	15.64	16.38	17.09	17.83	18.61	19.11	20.04	20.81	21.62	24.02	24.54	25.12
26 Overtime	20.49	21.42	22.41	23.46	24.57	25.64	26.75	27.92	28.67	30.06	31.22	32.43	36.03	36.81	37.68
27 Annual	24,553	25,685	26,893	28,165	29,390	30,664	32,001	33,398	34,256	35,920	37,317	38,771	42,962	43,855	44,847
27 Daily	114.20	119.47	125.09	131.00	136.70	142.63	148.85	155.34	159.34	167.07	173.57	180.34	199.83	203.98	208.60
27 Hourly	14.28	14.94	15.64	16.38	17.09	17.83	18.61	19.42	19.92	20.89	21.70	22.55	24.98	25.50	26.08
27 Overtime	21.42	22.41	23.46	24.57	25.64	26.75	27.92	29.13	29.88	31.34	32.55	33.83	37.47	38.25	39.12
28 Annual	25,685	26,893	28,165	29,390	30,664	32,001	33,398	34,854	35,711	37,447	38,905	40,422	44,679	45,572	46,564
28 Daily	119.47	125.09	131.00	136.70	142.63	148.85	155.34	162.12	166.10	174.18	180.96	188.01	207.81	211.97	216.58
28 Hourly	14.94	15.64	16.38	17.09	17.83	18.61	19.42	20.27	20.77	21.78	22.62	23.51	25.98	26.50	27.08
28 Overtime	22.41	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.16	32.67	33.93	35.27	38.97	39.75	40.62
29 Annual	26,893	28,165	29,390	30,664	32,001	33,398	34,854	36,376	37,236	39,049	40,571	42,155	46,481	47,374	48,367
29 Daily	125.09	131.00	136.70	142.63	148.85	155.34	162.12	169.20	173.19	181.63	188.71	196.07	216.20	220.35	224.97
29 Hourly	15.64	16.38	17.09	17.83	18.61	19.42	20.27	21.15	21.65	22.71	23.59	24.51	27.03	27.55	28.13
29 Overtime	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.73	32.48	34.07	35.39	36.77	40.55	41.33	42.20
30 Annual	28,165	29,390	30,664	32,001	33,398	34,854	36,376	37,969	38,894	40,789	42,381	44,038	48,440	49,333	50,325
30 Daily	131.00	136.70	142.63	148.85	155.34	162.12	169.20	176.60	180.90	189.72	197.13	204.83	225.30	229.46	234.07
30 Hourly	16.38	17.09	17.83	18.61	19.42	20.27	21.15	22.08	22.62	23.72	24.65	25.61	28.17	28.69	29.26
30 Overtime	24.57	25.64	26.75	27.92	29.13	30.41	31.73	33.12	33.93	35.58	36.98	38.42	42.26	43.04	43.89

SCHEDULED ANNUAL SALARIES ARE BASED ON 260 DAYS. EMPLOYEES WITH FEWER DAYS EARN PROPORTIONALLY LESS.

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MIA MI-DADE COUNTY PUBLIC SCHOOLS
 AFSCME, LOCAL 1184 SALARY SCHEDULE BA
 12-MONTH (260 DAYS)
 EFFECTIVE 07/04/07 07/01/09

GRD	STEP02	STEP03	STEP04	STEP05	STEP06	STEP07	STEP08	STEP09	STEP10	STEP11	STEP12	STEP13	STEP14	STEP15	STEP16
13 Annual	47,468	47,694	48,247	18,867	19,420	20,127	20,774	21,821	22,762	23,778	24,870	25,971	27,146	28,398	29,692
13 Daily	66,04	68,06	70,07	72,57	74,70	77,42	79,90	83,93	87,55	91,46	95,66	99,89	104,41	109,23	114,20
13 Hourly	8,26	8,54	8,76	9,08	9,34	9,68	9,99	10,50	10,95	11,44	11,96	12,49	13,06	13,66	14,28
13 Overtime	12,39	12,77	13,14	13,62	14,01	14,52	14,99	15,75	16,43	17,16	17,94	18,74	19,59	20,49	21,42
14 Annual	47,694	48,247	18,867	19,420	20,127	20,774	21,821	22,762	23,778	24,870	25,971	27,146	28,398	29,692	31,061
14 Daily	68,06	70,07	72,57	74,70	77,42	79,90	83,93	87,55	91,46	95,66	99,89	104,41	109,23	114,20	119,47
14 Hourly	8,54	8,76	9,08	9,34	9,68	9,99	10,50	10,95	11,44	11,96	12,49	13,06	13,66	14,28	14,94
14 Overtime	12,77	13,14	13,62	14,01	14,52	14,99	15,75	16,43	17,16	17,94	18,74	19,59	20,49	21,42	22,41
15 Annual	48,247	18,867	19,420	20,127	20,774	21,821	22,762	23,778	24,870	25,971	27,146	28,398	29,692	31,061	32,101
15 Daily	70,07	72,57	74,70	77,42	79,90	83,93	87,55	91,46	95,66	99,89	104,41	109,23	114,20	119,47	123,47
15 Hourly	8,76	9,08	9,34	9,68	9,99	10,50	10,95	11,44	11,96	12,49	13,06	13,66	14,28	14,94	15,44
15 Overtime	13,14	13,62	14,01	14,52	14,99	15,75	16,43	17,16	17,94	18,74	19,59	20,49	21,42	22,41	23,16
16 Annual	18,867	19,420	20,127	20,774	21,821	22,762	23,778	24,870	25,971	27,146	28,398	29,692	31,061	32,101	33,647
16 Daily	72,57	74,70	77,42	79,90	83,93	87,55	91,46	95,66	99,89	104,41	108,40	113,59	117,95	122,49	128,65
16 Hourly	9,08	9,34	9,68	9,99	10,50	10,95	11,44	11,96	12,49	13,06	13,55	14,20	14,75	15,32	16,09
16 Overtime	13,62	14,01	14,52	14,99	15,75	16,43	17,16	17,94	18,74	19,49	20,42	21,20	22,02	22,98	24,14
17 Annual	19,420	20,127	20,774	21,821	22,762	23,778	24,870	25,971	27,146	28,398	29,692	31,061	32,101	33,647	34,945
17 Daily	74,70	77,42	79,90	83,93	87,55	91,46	95,66	99,89	103,89	108,85	113,03	117,37	121,95	126,86	132,03
17 Hourly	9,34	9,68	9,99	10,50	10,95	11,44	11,96	12,49	12,99	13,61	14,13	14,68	15,25	15,82	16,41
17 Overtime	14,01	14,52	14,99	15,75	16,43	17,16	17,94	18,74	19,49	20,42	21,20	22,02	22,98	23,84	24,75
18 Annual	20,127	20,774	21,821	22,762	23,778	24,870	25,971	27,146	28,398	29,692	31,061	32,101	33,647	34,945	36,295
18 Daily	77,42	79,90	83,93	87,55	91,46	95,66	99,89	104,41	108,40	113,59	117,95	122,49	128,65	133,62	139,60
18 Hourly	9,68	9,99	10,50	10,95	11,44	11,96	12,49	13,06	13,55	14,20	14,75	15,32	15,82	16,41	17,02
18 Overtime	14,52	14,99	15,75	16,43	17,16	17,94	18,74	19,59	20,33	21,30	22,13	22,98	23,84	24,75	25,69
19 Annual	20,774	21,821	22,762	23,778	24,870	25,971	27,146	28,398	29,692	31,061	32,101	33,647	34,945	36,295	37,794
19 Daily	79,90	83,93	87,55	91,46	95,66	99,89	104,41	109,23	113,23	118,66	123,22	127,97	132,86	137,91	143,12
19 Hourly	9,99	10,50	10,95	11,44	11,96	12,49	13,06	13,66	14,16	14,84	15,41	16,00	16,59	17,19	17,80
19 Overtime	14,99	15,75	16,43	17,16	17,94	18,74	19,59	20,49	21,24	22,26	23,12	24,00	24,91	25,82	26,74
20 Annual	21,821	22,762	23,778	24,870	25,971	27,146	28,398	29,692	31,061	32,101	33,647	34,945	36,295	37,794	38,874
20 Daily	83,93	87,55	91,46	95,66	99,89	104,41	109,23	114,20	118,20	123,88	128,65	133,62	138,82	144,27	149,97
20 Hourly	10,50	10,95	11,44	11,96	12,49	13,06	13,66	14,28	14,78	15,49	16,09	16,71	17,34	17,97	18,61
20 Overtime	15,75	16,43	17,16	17,94	18,74	19,59	20,49	21,42	22,17	23,24	24,14	25,07	26,03	27,01	28,04
21 Annual	22,762	23,778	24,870	25,971	27,146	28,398	29,692	31,061	32,101	33,647	34,945	36,295	37,794	38,874	40,074
21 Daily	87,55	91,46	95,66	99,89	104,41	109,23	114,20	119,47	123,47	129,42	134,41	139,60	145,14	151,04	157,29
21 Hourly	10,95	11,44	11,96	12,49	13,06	13,66	14,28	14,94	15,44	16,18	16,81	17,45	18,10	18,76	19,43
21 Overtime	16,43	17,16	17,94	18,74	19,59	20,49	21,42	22,41	23,16	24,27	25,22	26,18	27,16	28,16	29,15

MIA MI-DADE COUNTY PUBLIC SCHOOLS

SCHEDULED ANNUAL SALARIES ARE BASED ON 260 DAYS. EMPLOYEES WITH FEWER DAYS EARN PROPORTIONALLY LESS.

AFSCME, LOCAL 1184 SALARY SCHEDULE B4
 12-MONTH (260 DAYS)
 EFFECTIVE 07/01/09

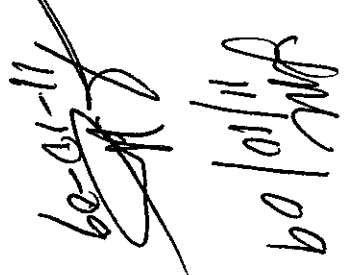
GRD	STEP02	STEP03	STEP04	STEP05	STEP06	STEP07	STEP08	STEP09	STEP10	STEP11	STEP12	STEP13	STEP14	STEP15	STEP16
22 Annual	23,778	24,870	25,971	27,146	28,398	29,692	31,061	32,522	34,060	35,541	37,082	38,699	40,388	42,149	43,990
22 Daily	91.46	95.66	99.89	104.41	109.23	114.20	119.47	125.09	131.00	136.70	142.63	148.85	155.34	162.12	169.20
22 Hourly	11.44	11.96	12.49	13.06	13.66	14.28	14.94	15.64	16.38	17.09	17.83	18.61	19.42	20.27	21.15
22 Overtime	17.16	17.94	18.74	19.59	20.49	21.42	22.41	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.73
23 Annual	24,870	25,971	27,146	28,398	29,692	31,061	32,522	34,060	35,541	37,082	38,699	40,388	42,149	43,990	
23 Daily	95.66	99.89	104.41	109.23	114.20	119.47	125.09	131.00	136.70	142.63	148.85	155.34	162.12	169.20	
23 Hourly	11.96	12.49	13.06	13.66	14.28	14.94	15.64	16.38	17.09	17.83	18.61	19.42	20.27	21.15	
23 Overtime	17.94	18.74	19.59	20.49	21.42	22.41	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.73	
24 Annual	25,971	27,146	28,398	29,692	31,061	32,522	34,060	35,541	37,082	38,699	40,388	42,149	43,990	45,831	
24 Daily	99.89	104.41	109.23	114.20	119.47	125.09	131.00	136.70	142.63	148.85	155.34	162.12	169.20	176.60	
24 Hourly	12.49	13.06	13.66	14.28	14.94	15.64	16.38	17.09	17.83	18.61	19.42	20.27	21.15	22.08	
24 Overtime	18.74	19.59	20.49	21.42	22.41	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.73	33.12	
25 Annual	27,146	28,398	29,692	31,061	32,522	34,060	35,541	37,082	38,699	40,388	42,149	43,990	45,831	47,762	
25 Daily	104.41	109.23	114.20	119.47	125.09	131.00	136.70	142.63	148.85	155.34	162.12	169.20	176.60	180.90	
25 Hourly	13.06	13.66	14.28	14.94	15.64	16.38	17.09	17.83	18.61	19.42	20.27	21.15	22.08	22.62	
25 Overtime	19.59	20.49	21.42	22.41	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.73	33.12	33.93	
26 Annual	28,398	29,692	31,061	32,522	34,060	35,541	37,082	38,699	39,737	41,664	43,283	44,967	46,886	48,958	
26 Daily	109.23	114.20	119.47	125.09	131.00	136.70	142.63	148.85	152.84	160.25	166.48	172.95	179.95	188.01	
26 Hourly	13.66	14.28	14.94	15.64	16.38	17.09	17.83	18.61	19.11	20.04	20.81	21.62	22.55	23.51	
26 Overtime	20.49	21.42	22.41	23.46	24.57	25.64	26.75	28.67	30.06	31.22	32.43	33.83	35.03	36.03	
27 Annual	29,692	31,061	32,522	34,060	35,541	37,082	38,699	40,388	41,426	43,428	45,128	46,886	48,862	51,954	
27 Daily	114.20	119.47	125.09	131.00	136.70	142.63	148.85	155.34	159.34	167.07	173.57	180.34	188.01	199.83	
27 Hourly	14.28	14.94	15.64	16.38	17.09	17.83	18.61	19.42	19.92	20.89	21.70	22.55	23.51	24.98	
27 Overtime	21.42	22.41	23.46	24.57	25.64	26.75	27.92	29.13	29.88	31.34	32.55	33.83	35.27	37.47	
28 Annual	31,061	32,522	34,060	35,541	37,082	38,699	40,388	42,149	43,185	45,285	47,048	48,862	51,954	55,110	
28 Daily	119.47	125.09	131.00	136.70	142.63	148.85	155.34	162.12	166.10	174.18	180.96	188.01	207.81	211.97	
28 Hourly	14.94	15.64	16.38	17.09	17.83	18.61	19.42	20.27	20.77	21.78	22.62	23.51	25.98	26.50	
28 Overtime	22.41	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.16	32.67	33.93	35.27	38.97	39.75	
29 Annual	32,522	34,060	35,541	37,082	38,699	40,388	42,149	43,990	45,029	47,222	49,063	50,978	56,210	57,290	
29 Daily	125.09	131.00	136.70	142.63	148.85	155.34	162.12	169.20	173.19	181.63	188.71	196.07	216.20	220.35	
29 Hourly	15.64	16.38	17.09	17.83	18.61	19.42	20.27	21.15	21.65	22.71	23.59	24.51	27.03	27.55	
29 Overtime	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.73	32.48	34.07	35.39	36.77	40.55	41.33	
30 Annual	34,060	35,541	37,082	38,699	40,388	42,149	43,990	45,916	47,034	49,326	51,252	53,255	58,578	59,658	
30 Daily	131.00	136.70	142.63	148.85	155.34	162.12	169.20	176.60	180.90	189.72	197.13	204.83	225.30	229.46	
30 Hourly	16.38	17.09	17.83	18.61	19.42	20.27	21.15	22.08	22.62	23.72	24.65	25.61	28.17	28.69	
30 Overtime	24.57	25.64	26.75	27.92	29.13	30.41	31.73	33.12	33.93	35.58	36.98	38.42	42.26	43.04	

SCHEDULED ANNUAL SALARIES ARE BASED ON 260 DAYS. EMPLOYEES WITH FEWER DAYS EARN PROPORTIONALLY LESS.

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 11/10/09

MIAMI-DADE COUNTY PUBLIC SCHOOLS
 AFSCME LOCAL 1184 SALARY SCHEDULE BS
 12-MONTH (260 DAYS)
 EFFECTIVE 07/01/09

	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
17 Annual	20,327	21,074	22,121	23,062	24,078	25,170	26,271	27,446	28,698	29,992	31,361	32,822	34,360
17 Daily	78.19	81.06	85.09	88.70	92.61	96.81	101.05	105.57	110.38	115.36	120.62	126.24	132.16
17 Hourly	9.78	10.14	10.64	11.09	11.58	12.11	12.64	13.20	13.80	14.42	15.08	15.78	16.52
17 Overtime	14.67	15.21	15.96	16.64	17.37	18.17	18.96	19.80	20.70	21.63	22.62	23.67	24.78
18 Annual	21,074	22,121	23,062	24,078	25,170	26,271	27,446	28,698	29,992	31,361	32,822	34,360	35,841
18 Daily	81.06	85.09	88.70	92.61	96.81	101.05	105.57	110.38	115.36	120.62	126.24	132.16	137.85
18 Hourly	10.14	10.64	11.09	11.58	12.11	12.64	13.20	13.80	14.42	15.08	15.78	16.52	17.24
18 Overtime	15.21	15.96	16.64	17.37	18.17	18.96	19.80	20.70	21.63	22.62	23.67	24.78	25.86
19 Annual	22,121	23,062	24,078	25,170	26,271	27,446	28,698	29,992	31,361	32,822	34,360	35,841	37,382
19 Daily	85.09	88.70	92.61	96.81	101.05	105.57	110.38	115.36	120.62	126.24	132.16	137.85	143.78
19 Hourly	10.64	11.09	11.58	12.11	12.64	13.20	13.80	14.42	15.08	15.78	16.52	17.24	17.98
19 Overtime	15.96	16.64	17.37	18.17	18.96	19.80	20.70	21.63	22.62	23.67	24.78	25.86	26.97
20 Annual	23,062	24,078	25,170	26,271	27,446	28,698	29,992	31,361	32,822	34,360	35,841	37,382	38,422
20 Daily	88.70	92.61	96.81	101.05	105.57	110.38	115.36	120.62	126.24	132.16	137.85	143.78	147.78
20 Hourly	11.09	11.58	12.11	12.64	13.20	13.80	14.42	15.08	15.78	16.52	17.24	17.98	18.48
20 Overtime	16.64	17.37	18.17	18.96	19.80	20.70	21.63	22.62	23.67	24.78	25.86	26.97	27.72
21 Annual	24,078	25,170	26,271	27,446	28,698	29,992	31,361	32,822	34,360	35,841	37,382	38,422	40,159
21 Daily	92.61	96.81	101.05	105.57	110.38	115.36	120.62	126.24	132.16	137.85	143.78	147.78	154.46
21 Hourly	11.58	12.11	12.64	13.20	13.80	14.42	15.08	15.78	16.52	17.24	17.98	18.48	19.31
21 Overtime	17.37	18.17	18.96	19.80	20.70	21.63	22.62	23.67	24.78	25.86	26.97	28.11	28.97
22 Annual	25,170	26,271	27,446	28,698	29,992	31,361	32,822	34,360	35,841	37,382	38,422	40,159	41,706
22 Daily	96.81	101.05	105.57	110.38	115.36	120.62	126.24	132.16	137.85	143.78	147.78	154.46	160.41
22 Hourly	12.11	12.64	13.20	13.80	14.42	15.08	15.78	16.52	17.24	17.98	18.48	19.31	20.06
22 Overtime	18.17	18.96	19.80	20.70	21.63	22.62	23.67	24.78	25.86	26.97	28.11	28.97	30.09
23 Annual	26,271	27,446	28,698	29,992	31,361	32,822	34,360	35,841	37,382	38,422	40,159	41,706	43,315
23 Daily	101.05	105.57	110.38	115.36	120.62	126.24	132.16	137.85	143.78	147.78	154.46	160.41	166.60
23 Hourly	12.64	13.20	13.80	14.42	15.08	15.78	16.52	17.24	17.98	18.48	19.31	20.06	20.83
23 Overtime	18.96	19.80	20.70	21.63	22.62	23.67	24.78	25.86	26.97	28.11	28.97	30.09	31.25
24 Annual	27,446	28,698	29,992	31,361	32,822	34,360	35,841	37,382	38,422	40,159	41,706	43,315	44,828
24 Daily	105.57	110.38	115.36	120.62	126.24	132.16	137.85	143.78	147.78	154.46	160.41	166.60	172.85
24 Hourly	13.20	13.80	14.42	15.08	15.78	16.52	17.24	17.98	18.48	19.31	20.06	20.83	21.59
24 Overtime	19.80	20.70	21.63	22.62	23.67	24.78	25.86	26.97	28.11	28.97	30.09	31.25	32.41
25 Annual	28,698	29,992	31,361	32,822	34,360	35,841	37,382	38,422	40,159	41,706	43,315	44,828	46,411
25 Daily	110.38	115.36	120.62	126.24	132.16	137.85	143.78	147.78	154.46	160.41	166.60	172.85	178.51
25 Hourly	13.80	14.42	15.08	15.78	16.52	17.24	17.98	18.48	19.31	20.06	20.83	21.59	22.32
25 Overtime	20.70	21.63	22.62	23.67	24.78	25.86	26.97	28.11	28.97	30.09	31.25	32.41	33.48


 11-10-09

MIAMI-DADE COUNTY PUBLIC SCHOOLS
 AFSCME, LOCAL 1184 SALARY SCHEDULE BS
 12-MONTH (260 DAYS)
 EFFECTIVE 07/01/07 07/01/09

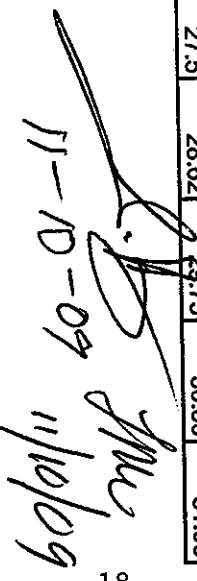
GRD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
26 Annual	29,992	31,361	32,822	34,360	35,841	37,382	38,999	40,688	42,449	44,290	46,216	48,226	50,329
26 Daily	115.36	120.62	126.24	132.16	137.85	143.78	149.75	155.50	163.27	170.35	177.76	182.07	188.65
26 Hourly	14.42	15.08	15.78	16.52	17.24	18.75	19.57	20.41	21.30	22.22	22.76	23.80	24.71
26 Overtime	21.63	22.62	23.67	24.78	25.86	26.97	28.13	29.36	30.62	31.95	33.33	34.14	35.70
27 Annual	31,361	32,822	34,360	35,841	37,382	38,999	40,688	42,449	44,290	46,216	48,226	50,329	52,409
27 Daily	120.62	126.24	132.16	137.85	143.78	149.75	155.50	163.27	170.35	177.76	182.07	188.65	192.81
27 Hourly	15.08	15.78	16.52	17.24	18.75	19.57	20.41	21.30	22.22	22.76	23.80	24.71	25.20
27 Overtime	22.62	23.67	24.78	25.86	26.97	28.13	29.36	30.62	31.95	33.33	34.14	35.70	37.80
28 Annual	32,822	34,360	35,841	37,382	38,999	40,688	42,449	44,290	46,216	48,226	50,329	52,409	54,469
28 Daily	126.24	132.16	137.85	143.78	149.75	155.50	163.27	170.35	177.76	182.07	188.65	192.81	198.65
28 Hourly	15.78	16.52	17.24	18.75	19.57	20.41	21.30	22.22	22.76	23.80	24.71	25.68	26.06
28 Overtime	23.67	24.78	25.86	26.97	28.13	29.36	30.62	31.95	33.33	34.14	35.70	37.08	39.09
29 Annual	34,360	35,841	37,382	38,999	40,688	42,449	44,290	46,216	48,226	50,329	52,409	54,469	56,362
29 Daily	132.16	137.85	143.78	149.75	155.50	163.27	170.35	177.76	182.07	188.65	192.81	199.34	205.42
29 Hourly	16.52	17.24	17.98	18.75	19.57	20.41	21.30	22.22	22.76	23.80	24.72	25.68	26.68
29 Overtime	24.78	25.86	26.97	28.13	29.36	30.62	31.95	33.33	34.14	35.70	37.08	38.52	40.65
30 Annual	35,841	37,382	38,999	40,688	42,449	44,290	46,216	48,226	50,329	52,409	54,469	56,362	58,725
30 Daily	137.85	143.78	150.00	156.50	163.27	170.35	177.76	182.07	188.65	192.81	199.34	205.42	216.78
30 Hourly	17.24	17.98	18.75	19.57	20.41	21.30	22.22	22.76	23.80	24.72	25.68	26.68	27.10
30 Overtime	25.86	26.97	28.13	29.36	30.62	31.95	33.33	34.14	35.70	37.08	38.52	40.65	42.30

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 11-10-09
 11/10/09

MIAMI-DADE COUNTY PUBLIC SCHOOLS
AFSCME-----LOCAL 1184
U3 SALARY SCHEDULE
191 DAYS

Effective 07/01/2007 thru 06/30/2009 07/01/2009

GRD	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17
01	ANNUAL \$	15,250	15,750	16,250	17,000	17,750	18,500	19,250	20,000	23,500	24,500	25,500	26,500	28,500
	DAILY	79.85	82.47	85.08	89.01	92.94	96.86	100.79	104.72	123.04	128.28	133.51	138.75	149.22
	HOURLY	11.41	11.79	12.16	12.72	13.28	13.84	14.4	14.96	17.58	18.33	19.08	19.83	21.32
	OVERTIME	17.12	17.69	18.24	19.08	19.92	20.76	21.60	22.44	26.37	27.5	28.62	29.75	31.98


 11-10-09
 11/10/09

MIAAMI-DADE COUNTY PUBLIC SCHOOLS
 AFSCME LOCAL 1184 SALARY SCHEDULE B4
 10-MONTH (246 DAYS)
 EFFECTIVE 07/01/08

GRID	STEP03	STEP04	STEP05	STEP06	STEP07	STEP08	STEP09	STEP10	STEP11	STEP12	STEP13	STEP14	STEP15	STEP16	STEP17
13 Annual	16,059	16,643	17,179	18,044	18,904	19,044	18,904	19,800	20,552	21,335	24,828	25,724	26,713	27,705	27,705
13 Daily	74.70	77.42	79.90	83.93	87.93	87.93	82.10	95.59	99.24	116.48	119.84	124.25	128.87	128.87	128.87
13 Hourly	9.34	9.68	9.99	10.50	11.00	11.00	11.52	11.95	12.44	14.44	14.96	15.54	16.14	16.14	16.14
13 Overtime	14.04	14.52	14.99	15.75	16.50	16.50	17.28	17.93	18.62	21.66	22.44	23.31	24.17	24.17	24.17
14 Annual	16,059	16,643	17,179	18,044	18,922	19,822	19,681	20,616	21,401	22,218	25,746	26,639	27,632	28,624	28,624
14 Daily	74.70	77.42	79.90	83.93	87.55	87.55	81.54	95.89	99.54	103.34	119.75	123.91	128.52	133.14	133.14
14 Hourly	9.34	9.68	9.99	10.50	10.95	10.95	11.45	11.95	12.45	12.92	14.97	15.49	16.07	16.65	16.65
14 Overtime	14.04	14.52	14.99	15.75	16.43	17.16	17.18	17.99	18.68	19.38	22.46	23.24	24.11	24.98	24.98
15 Annual	16,059	16,643	17,179	18,044	18,922	19,822	20,523	21,409	22,320	23,174	26,740	27,633	28,626	29,618	29,618
15 Daily	74.70	77.42	79.90	83.93	87.55	87.55	85.46	100.00	103.82	107.79	124.38	128.63	133.15	137.76	137.76
15 Hourly	9.34	9.68	9.99	10.50	10.95	10.95	11.44	12.50	12.98	13.48	15.56	16.07	16.65	17.22	17.22
15 Overtime	14.04	14.52	14.99	15.75	16.43	17.16	17.91	18.75	19.47	20.22	23.33	24.14	24.98	25.83	25.83
16 Annual	16,059	16,643	17,179	18,044	18,922	19,822	20,566	21,426	22,448	23,306	27,907	28,790	29,692	30,686	30,686
16 Daily	74.70	77.42	79.90	83.93	87.55	87.55	91.46	99.66	104.41	109.40	129.34	133.49	138.11	142.72	142.72
16 Hourly	9.34	9.68	9.99	10.50	10.95	10.95	11.44	12.48	13.06	13.55	16.17	16.80	17.27	17.84	17.84
16 Overtime	14.04	14.52	14.99	15.75	16.43	17.16	17.94	18.69	19.59	20.33	24.26	25.04	25.91	26.76	26.76
17 Annual	16,643	17,179	18,044	18,922	19,663	20,566	21,476	22,335	23,403	24,300	28,982	29,776	30,767	31,760	31,760
17 Daily	77.42	79.90	83.93	87.55	91.46	95.66	99.89	103.89	108.85	113.03	134.34	138.49	143.11	147.72	147.72
17 Hourly	9.68	9.99	10.50	10.95	11.44	11.96	12.49	12.99	13.61	14.13	16.80	17.32	17.89	18.47	18.47
17 Overtime	14.52	14.99	15.75	16.43	17.16	17.94	18.74	19.49	20.42	21.20	25.20	25.98	26.84	27.71	27.71
18 Annual	17,179	18,044	18,922	19,663	20,566	21,476	22,448	23,306	24,422	25,359	30,920	30,920	31,913	32,905	32,905
18 Daily	79.90	83.93	87.55	91.46	95.66	99.89	104.41	108.40	113.59	117.95	143.67	143.82	148.44	153.05	153.05
18 Hourly	9.99	10.50	10.95	11.44	11.96	12.49	13.06	13.55	14.20	14.75	17.46	17.98	18.56	19.14	19.14
18 Overtime	14.99	15.75	16.43	17.16	17.94	18.74	19.59	20.33	21.30	22.13	26.19	26.97	27.84	28.74	28.74
19 Annual	18,044	18,922	19,663	20,566	21,476	22,448	23,483	24,343	25,511	26,492	32,146	32,146	33,138	34,130	34,130
19 Daily	83.93	87.55	91.46	95.66	99.89	104.41	108.23	113.23	118.66	123.22	147.97	148.62	154.14	158.75	158.75
19 Hourly	10.50	10.95	11.44	11.96	12.49	13.06	13.66	14.16	14.84	15.44	18.18	18.69	19.27	19.85	19.85
19 Overtime	16.75	17.46	18.22	19.04	19.59	20.49	21.24	22.24	22.26	23.12	27.27	28.04	28.91	29.78	29.78
20 Annual	19,822	19,663	20,566	21,476	22,448	23,483	24,553	25,412	26,634	27,660	33,315	33,315	34,307	35,299	35,299
20 Daily	87.55	91.46	95.66	99.89	104.41	108.23	113.20	118.20	123.88	128.65	151.24	151.39	156.01	160.62	160.62
20 Hourly	10.95	11.44	11.96	12.49	13.06	13.66	14.28	14.78	15.49	16.09	18.91	19.43	20.01	20.58	20.58
20 Overtime	17.46	17.94	18.74	19.59	20.49	21.42	22.17	23.24	23.24	24.14	28.37	29.15	30.02	30.87	30.87
21 Annual	19,663	20,566	21,476	22,448	23,483	24,553	25,665	26,545	27,823	28,997	34,746	34,746	35,739	36,731	36,731
21 Daily	91.46	95.66	99.89	104.41	109.23	114.20	119.47	123.47	128.42	134.41	161.62	161.62	166.23	170.85	170.85
21 Hourly	11.44	11.96	12.49	13.06	13.66	14.28	14.94	15.44	16.18	16.81	19.69	20.21	20.78	21.39	21.39
21 Overtime	17.46	17.94	18.74	19.59	20.49	21.42	22.41	23.46	24.27	25.22	29.54	30.32	31.17	32.14	32.14

MIAAMI-DADE COUNTY PUBLIC SCHOOLS

SCHEDULED ANNUAL SALARIES ARE BASED ON 260 DAYS. EMPLOYEES WITH FEWER DAYS EARN PROPORTIONALLY LESS.

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 11-10-09
 11/10/09

AFSCME LOCAL 1184 SALARY SCHEDULE B4
 10-MONTH (216 DAYS)
 EFFECTIVE 07/01/08

GRD	STEP03	STEP04	STEP05	STEP06	STEP07	STEP08	STEP09	STEP10	STEP11	STEP12	STEP13	STEP14	STEP15	STEP16	STEP17
22 Annual	20,566	21,476	22,448	23,483	24,553	25,685	26,893	27,764	29,093	30,217	31,387	35,282	36,176	37,168	38,160
22 Daily	95.66	99.89	104.41	109.23	114.29	119.47	125.09	129.09	135.32	140.56	145.99	164.11	168.26	172.88	177.49
22 Hourly	41.96	42.49	43.06	43.66	44.28	44.94	45.64	46.14	46.92	47.57	48.25	20.52	21.04	21.61	22.19
22 Overtime	17.94	18.74	19.59	20.49	21.42	22.41	23.46	24.21	25.38	26.36	27.38	30.78	31.56	32.42	33.29
23 Annual	21,476	22,448	23,483	24,553	25,685	26,893	28,165	29,026	30,427	31,605	32,830	36,783	37,676	38,669	39,661
23 Daily	99.89	104.41	109.23	114.29	119.47	125.09	131.00	135.00	141.53	147.09	152.70	174.09	175.24	179.86	184.47
23 Hourly	42.49	43.06	43.66	44.28	44.94	45.64	46.38	46.88	47.70	48.38	49.09	21.39	21.91	22.49	23.06
23 Overtime	18.74	19.59	20.49	21.42	22.41	23.46	24.57	25.32	26.55	27.57	28.64	32.09	32.87	33.74	34.69
24 Annual	22,448	23,483	24,553	25,685	26,893	28,165	29,390	30,249	31,743	32,944	34,220	38,229	39,122	40,114	41,106
24 Daily	104.41	109.23	114.29	119.47	125.09	131.00	136.70	140.70	147.51	153.22	159.17	177.81	184.97	186.58	194.20
24 Hourly	43.06	43.66	44.28	44.94	45.64	46.38	47.09	47.59	48.44	49.16	49.90	22.23	22.76	23.33	23.90
24 Overtime	19.59	20.49	21.42	22.41	23.46	24.57	25.64	26.39	27.66	28.74	29.85	33.35	34.13	35.00	35.85
25 Annual	23,483	24,553	25,685	26,893	28,165	29,390	30,664	31,524	33,051	34,334	35,668	39,734	40,628	41,620	42,612
25 Daily	109.23	114.29	119.47	125.09	131.00	136.70	142.63	146.63	153.73	159.70	165.90	184.82	188.97	193.69	198.20
25 Hourly	43.66	44.28	44.94	45.64	46.38	47.09	47.83	48.33	49.22	49.97	20.74	23.11	23.63	24.20	24.78
25 Overtime	20.49	21.42	22.41	23.46	24.57	25.64	26.75	27.50	28.83	29.96	31.11	34.67	35.45	36.30	37.17
26 Annual	24,553	25,685	26,893	28,165	29,390	30,664	32,001	32,859	34,453	35,792	37,184	41,311	42,205	43,197	44,189
26 Daily	114.29	119.47	125.09	131.00	136.70	142.63	148.85	152.84	160.25	166.48	172.06	192.15	196.30	200.92	205.54
26 Hourly	44.28	44.94	45.64	46.38	47.09	47.83	48.61	49.11	20.04	20.81	21.62	24.02	24.54	25.12	25.70
26 Overtime	21.42	22.41	23.46	24.57	25.64	26.75	27.92	28.67	30.06	31.22	32.43	36.03	36.81	37.68	38.55
27 Annual	25,685	26,893	28,165	29,390	30,664	32,001	33,398	34,256	35,920	37,317	38,771	42,962	43,856	44,847	45,840
27 Daily	119.47	125.09	131.00	136.70	142.63	148.85	155.34	159.34	167.07	173.57	180.34	199.83	203.98	208.60	213.21
27 Hourly	44.94	45.64	46.38	47.09	47.83	48.61	49.42	49.92	20.89	21.70	22.55	24.98	25.50	26.08	26.66
27 Overtime	22.41	23.46	24.57	25.64	26.75	27.92	29.13	29.88	31.34	32.55	33.83	37.47	38.25	39.12	39.99
28 Annual	26,893	28,165	29,390	30,664	32,001	33,398	34,854	35,714	37,447	38,905	40,422	44,679	45,572	46,564	47,556
28 Daily	125.09	131.00	136.70	142.63	148.85	155.34	162.12	166.19	174.18	180.96	188.04	207.81	211.97	216.68	221.29
28 Hourly	45.64	46.38	47.09	47.83	48.61	49.42	50.27	20.77	21.78	22.62	23.51	25.98	26.50	27.08	27.65
28 Overtime	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.16	32.67	33.93	35.27	39.97	39.75	40.62	41.48
29 Annual	28,165	29,390	30,664	32,001	33,398	34,854	36,376	37,236	39,049	40,574	42,155	46,481	47,374	48,367	49,359
29 Daily	131.00	136.70	142.63	148.85	155.34	162.12	169.20	173.19	181.63	188.74	196.07	216.20	220.35	224.97	229.58
29 Hourly	46.38	47.09	47.83	48.61	49.42	50.27	51.15	21.65	22.71	23.59	24.51	27.03	27.55	28.13	28.70
29 Overtime	24.57	25.64	26.75	27.92	29.13	30.41	31.73	32.48	34.07	35.39	36.77	40.55	41.33	42.20	43.06
30 Annual	29,390	30,664	32,001	33,398	34,854	36,376	37,969	38,894	40,789	42,381	44,038	48,440	49,333	50,325	51,317
30 Daily	136.70	142.63	148.85	155.34	162.12	169.20	176.60	180.60	189.72	197.13	204.83	225.30	229.46	234.07	238.69
30 Hourly	47.09	47.83	48.61	49.42	50.27	51.15	52.08	22.62	23.72	24.65	25.61	28.17	28.69	29.26	29.84
30 Overtime	25.64	26.75	27.92	29.13	30.41	31.73	33.12	33.93	35.58	36.98	38.42	42.26	43.04	43.89	44.74

SCHEDULED ANNUAL SALARIES ARE BASED ON 260 DAYS - EMPLOYEES WITH FEWER DAYS EARN PROPORTIONALLY LESS -

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 11/10/09

MIAAMI-DADE COUNTY PUBLIC SCHOOLS
AFSCME LOCAL 4184 SALARY SCHEDULE BA
12-MONTH (260 DAYS)
EFFECTIVE 07/01/08

1200
GRD STEP03 STEP04 STEP05 STEP06 STEP07 STEP08 STEP09 STEP10 STEP11 STEP12 STEP13 STEP14 STEP15 STEP16 STEP17

13 Annual	19,420	20,127	20,774	21,821	22,861	23,904	24,853	25,800	30,024	31,104	32,304	33,504
13 Daily	74.70	77.42	79.90	83.93	87.93	92.10	96.59	99.24	115.48	119.64	124.25	129.87
13 Hourly	9.34	9.68	9.99	10.50	11.00	11.52	11.95	12.41	14.44	14.96	15.54	16.11
13 Overtime	14.01	14.52	14.99	15.75	16.50	17.28	17.93	18.62	21.66	22.44	23.31	24.17
14 Annual	19,420	20,127	20,774	21,821	22,762	23,800	24,934	25,880	26,968	31,135	32,215	33,415
14 Daily	74.70	77.42	79.90	83.93	87.55	91.54	95.89	99.54	103.34	119.75	123.91	128.52
14 Hourly	9.34	9.68	9.99	10.50	10.95	11.45	11.99	12.45	12.92	14.97	15.49	16.07
14 Overtime	14.01	14.52	14.99	15.75	16.43	17.18	17.99	18.68	19.38	22.46	23.24	24.08
15 Annual	19,420	20,127	20,774	21,821	22,762	23,778	24,818	25,909	26,992	28,024	32,337	33,417
15 Daily	74.70	77.42	79.90	83.93	87.55	91.46	95.46	100.00	103.82	107.79	124.38	128.53
15 Hourly	9.34	9.68	9.99	10.50	10.95	11.44	11.94	12.50	12.98	13.48	15.55	16.07
15 Overtime	14.01	14.52	14.99	15.75	16.43	17.16	17.91	18.75	19.47	20.22	23.33	24.11
16 Annual	19,420	20,127	20,774	21,821	22,762	23,778	24,870	25,910	27,145	28,184	29,264	33,627
16 Daily	74.70	77.42	79.90	83.93	87.55	91.46	95.66	99.66	104.41	108.40	112.56	129.34
16 Hourly	9.34	9.68	9.99	10.50	10.95	11.44	11.96	12.46	13.06	13.55	14.07	16.17
16 Overtime	14.01	14.52	14.99	15.75	16.43	17.16	17.94	18.69	19.59	20.33	21.11	24.26
17 Annual	20,127	20,774	21,821	22,762	23,778	24,870	25,974	27,010	28,301	29,386	30,514	34,927
17 Daily	77.42	79.90	83.93	87.55	91.46	95.66	99.89	103.89	108.85	113.03	117.37	134.34
17 Hourly	9.68	9.99	10.50	10.95	11.44	11.96	12.49	12.99	13.61	14.13	14.68	16.80
17 Overtime	14.52	14.99	15.75	16.43	17.16	17.94	18.74	19.49	20.42	21.20	22.02	25.20
18 Annual	20,774	21,821	22,762	23,778	24,870	25,974	27,145	28,184	29,533	30,667	31,846	36,312
18 Daily	79.90	83.93	87.55	91.46	95.66	99.89	104.41	108.40	113.59	117.95	122.49	139.67
18 Hourly	9.99	10.50	10.95	11.44	11.96	12.49	12.99	13.55	14.20	14.75	15.32	17.46
18 Overtime	14.99	15.75	16.43	17.16	17.94	18.74	19.59	20.33	21.90	22.13	22.98	26.19
19 Annual	21,821	22,762	23,778	24,870	25,974	27,145	28,308	29,438	30,851	32,037	33,274	37,794
19 Daily	83.93	87.55	91.46	95.66	99.89	104.41	109.23	113.23	118.66	123.22	127.97	145.37
19 Hourly	10.50	10.95	11.44	11.96	12.49	13.06	13.66	14.16	14.84	15.41	16.00	18.18
19 Overtime	15.75	16.43	17.16	17.94	18.74	19.59	20.49	21.24	22.26	23.12	24.00	27.27
20 Annual	22,762	23,778	24,870	25,974	27,145	28,308	29,692	30,731	32,208	33,449	34,739	39,324
20 Daily	87.55	91.46	95.66	99.89	104.41	109.23	114.20	118.20	123.88	128.65	133.62	151.24
20 Hourly	10.95	11.44	11.96	12.49	13.06	13.66	14.28	14.78	15.49	16.09	16.71	18.91
20 Overtime	16.43	17.16	17.94	18.74	19.59	20.49	21.42	22.17	23.24	24.14	25.07	28.37
21 Annual	23,778	24,870	25,974	27,145	28,308	29,692	31,061	32,101	33,647	34,945	36,295	40,939
21 Daily	91.46	95.66	99.89	104.41	109.23	114.20	119.47	123.47	129.42	134.41	139.50	157.46
21 Hourly	11.44	11.96	12.49	13.06	13.66	14.28	14.84	15.44	16.18	16.81	17.45	19.69
21 Overtime	17.16	17.94	18.74	19.59	20.49	21.42	22.41	23.16	24.27	25.22	26.18	29.54

SCHEDULED ANNUAL SALARIES ARE BASED ON 260 DAYS - EMPLOYEES WITH FEWER DAYS EARN PROPORTIONALLY LESS.

[Handwritten Signature]
11/10/09
15-10-09

Miami-Dade County Public Schools
AFSCME Local 4184 Salary Schedule B4
12-Month (260 Days)
Effective 07/01/08

GRD	STEP03	STEP04	STEP05	STEP06	STEP07	STEP08	STEP09	STEP10	STEP11	STEP12	STEP13	STEP14	STEP15	STEP16
22 Annual	24,870	25,974	27,146	28,398	29,692	31,061	32,522	34,060	35,544	37,082	38,699	40,388	42,149	43,990
22 Daily	96.66	99.99	104.41	109.23	114.28	119.47	125.09	131.00	136.79	142.63	148.85	155.34	162.12	169.20
22 Hourly	14.96	12.49	13.06	13.66	14.28	14.94	15.64	16.38	17.09	17.83	18.61	19.42	20.27	21.15
22 Overtime	17.94	18.74	19.59	20.49	21.42	22.41	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.73
23 Annual	25,974	27,146	28,398	29,692	31,061	32,522	34,060	35,544	37,082	38,699	40,388	42,149	43,990	45,916
23 Daily	89.89	104.44	109.23	114.28	119.47	125.09	131.00	136.79	142.63	148.85	155.34	162.12	169.20	176.60
23 Hourly	12.49	13.06	13.66	14.28	14.94	15.64	16.38	17.09	17.83	18.61	19.42	20.27	21.15	22.08
23 Overtime	18.74	19.59	20.49	21.42	22.41	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.73	33.12
24 Annual	27,146	28,398	29,692	31,061	32,522	34,060	35,544	37,082	38,699	40,388	42,149	43,990	45,916	47,934
24 Daily	104.41	109.23	114.28	119.47	125.09	131.00	136.79	142.63	148.85	155.34	162.12	169.20	176.60	184.90
24 Hourly	13.06	13.66	14.28	14.94	15.64	16.38	17.09	17.83	18.61	19.42	20.27	21.15	22.08	22.62
24 Overtime	19.59	20.49	21.42	22.41	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.73	33.12	33.93
25 Annual	28,398	29,692	31,061	32,522	34,060	35,544	37,082	38,699	40,388	42,149	43,990	45,916	47,934	49,326
25 Daily	109.23	114.28	119.47	125.09	131.00	136.79	142.63	148.85	155.34	162.12	169.20	176.60	184.90	189.72
25 Hourly	13.66	14.28	14.94	15.64	16.38	17.09	17.83	18.61	19.42	20.27	21.15	22.08	22.62	23.72
25 Overtime	20.49	21.42	22.41	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.73	33.12	33.93	35.58
26 Annual	29,692	31,061	32,522	34,060	35,544	37,082	38,699	40,388	42,149	43,990	45,916	47,934	49,326	51,252
26 Daily	114.28	119.47	125.09	131.00	136.79	142.63	148.85	155.34	162.12	169.20	176.60	184.90	189.72	197.13
26 Hourly	14.28	14.94	15.64	16.38	17.09	17.83	18.61	19.42	20.27	21.15	22.08	22.62	23.72	24.65
26 Overtime	21.42	22.41	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.73	33.12	33.93	35.58	36.98
27 Annual	31,061	32,522	34,060	35,544	37,082	38,699	40,388	42,149	43,990	45,916	47,934	49,326	51,252	53,234
27 Daily	119.47	125.09	131.00	136.79	142.63	148.85	155.34	162.12	169.20	176.60	184.90	189.72	197.13	203.98
27 Hourly	14.94	15.64	16.38	17.09	17.83	18.61	19.42	20.27	21.15	22.08	22.62	23.72	24.65	25.50
27 Overtime	22.41	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.73	33.12	33.93	35.58	36.98	37.47
28 Annual	32,522	34,060	35,544	37,082	38,699	40,388	42,149	43,990	45,916	47,934	49,326	51,252	53,234	55,310
28 Daily	125.09	131.00	136.79	142.63	148.85	155.34	162.12	169.20	176.60	184.90	189.72	197.13	203.98	211.20
28 Hourly	15.64	16.38	17.09	17.83	18.61	19.42	20.27	21.15	22.08	22.62	23.72	24.65	25.50	26.50
28 Overtime	23.46	24.57	25.64	26.75	27.92	29.13	30.41	31.73	33.12	33.93	35.58	36.98	37.47	38.25
29 Annual	34,060	35,544	37,082	38,699	40,388	42,149	43,990	45,916	47,934	49,326	51,252	53,234	55,310	57,490
29 Daily	131.00	136.79	142.63	148.85	155.34	162.12	169.20	176.60	184.90	189.72	197.13	203.98	211.20	218.88
29 Hourly	16.38	17.09	17.83	18.61	19.42	20.27	21.15	22.08	22.62	23.72	24.65	25.50	26.50	27.08
29 Overtime	24.57	25.64	26.75	27.92	29.13	30.41	31.73	33.12	33.93	35.58	36.98	37.47	38.25	40.62
30 Annual	35,544	37,082	38,699	40,388	42,149	43,990	45,916	47,934	49,326	51,252	53,234	55,310	57,490	59,768
30 Daily	136.79	142.63	148.85	155.34	162.12	169.20	176.60	184.90	189.72	197.13	203.98	211.20	218.88	226.99
30 Hourly	17.09	17.83	18.61	19.42	20.27	21.15	22.08	22.62	23.72	24.65	25.50	26.50	27.08	28.69
30 Overtime	25.64	26.75	27.92	29.13	30.41	31.73	33.12	33.93	35.58	36.98	37.47	38.25	40.62	43.04

SCHEDULED ANNUAL SALARIES ARE BASED ON 260 DAYS. EMPLOYEES WITH FEWER DAYS EARN PROPORTIONALLY LESS.

[Handwritten Signature]
11-10-09

MIAMIDADE COUNTY PUBLIC SCHOOLS
 AFSCME LOCAL 1184 SALARY SCHEDULE BS
 12 MONTH (260 DAYS)
 EFFECTIVE 07/01/08

2400 PKA-1

GRD	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6	STEP7	STEP8	STEP9	STEP10	STEP11	STEP12
17 Annual	20,327	24,074	22,124	23,062	24,078	25,170	26,274	27,446	28,698	29,992	31,364	32,822
17 Daily	78,19	81,06	85,09	88,70	92,61	96,84	101,05	105,57	110,38	115,36	120,62	126,24
17 Hourly	9,78	10,14	10,64	11,09	11,58	12,11	12,64	13,20	13,79	14,42	15,08	15,78
17 Overtime	14,67	15,24	15,96	16,64	17,37	18,17	18,96	19,80	20,70	21,63	22,62	23,67
18 Annual	21,074	22,124	23,062	24,078	25,170	26,274	27,446	28,698	29,992	31,364	32,822	34,364
18 Daily	81,06	85,09	88,70	92,61	96,84	101,05	105,57	110,38	115,36	120,62	126,24	132,16
18 Hourly	10,14	10,64	11,09	11,58	12,11	12,64	13,20	13,79	14,42	15,08	15,78	16,52
18 Overtime	15,24	15,96	16,64	17,37	18,17	18,96	19,80	20,70	21,63	22,62	23,67	24,78
19 Annual	22,124	23,062	24,078	25,170	26,274	27,446	28,698	29,992	31,364	32,822	34,364	35,944
19 Daily	85,09	88,70	92,61	96,84	101,05	105,57	110,38	115,36	120,62	126,24	132,16	137,85
19 Hourly	10,64	11,09	11,58	12,11	12,64	13,20	13,79	14,42	15,08	15,78	16,52	17,24
19 Overtime	15,96	16,64	17,37	18,17	18,96	19,80	20,70	21,63	22,62	23,67	24,78	25,96
20 Annual	23,062	24,078	25,170	26,274	27,446	28,698	29,992	31,364	32,822	34,364	35,944	37,582
20 Daily	88,70	92,61	96,84	101,05	105,57	110,38	115,36	120,62	126,24	132,16	137,85	143,78
20 Hourly	11,09	11,58	12,11	12,64	13,20	13,79	14,42	15,08	15,78	16,52	17,24	18,08
20 Overtime	16,64	17,37	18,17	18,96	19,80	20,70	21,63	22,62	23,67	24,78	25,96	27,21
21 Annual	24,078	25,170	26,274	27,446	28,698	29,992	31,364	32,822	34,364	35,944	37,582	39,286
21 Daily	92,61	96,84	101,05	105,57	110,38	115,36	120,62	126,24	132,16	137,85	143,78	149,94
21 Hourly	11,58	12,11	12,64	13,20	13,79	14,42	15,08	15,78	16,52	17,24	18,08	18,96
21 Overtime	17,37	18,17	18,96	19,80	20,70	21,63	22,62	23,67	24,78	25,96	27,21	28,51
22 Annual	25,170	26,274	27,446	28,698	29,992	31,364	32,822	34,364	35,944	37,582	39,286	41,056
22 Daily	96,84	101,05	105,57	110,38	115,36	120,62	126,24	132,16	137,85	143,78	149,94	156,38
22 Hourly	12,11	12,64	13,20	13,79	14,42	15,08	15,78	16,52	17,24	18,08	18,96	19,92
22 Overtime	18,17	18,96	19,80	20,70	21,63	22,62	23,67	24,78	25,96	27,21	28,51	29,86
23 Annual	26,274	27,446	28,698	29,992	31,364	32,822	34,364	35,944	37,582	39,286	41,056	42,894
23 Daily	101,05	105,57	110,38	115,36	120,62	126,24	132,16	137,85	143,78	149,94	156,38	163,08
23 Hourly	12,64	13,20	13,79	14,42	15,08	15,78	16,52	17,24	18,08	18,96	19,92	20,92
23 Overtime	19,96	19,80	20,70	21,63	22,62	23,67	24,78	25,96	27,21	28,51	29,86	31,26
24 Annual	27,446	28,698	29,992	31,364	32,822	34,364	35,944	37,582	39,286	41,056	42,894	44,794
24 Daily	105,57	110,38	115,36	120,62	126,24	132,16	137,85	143,78	149,94	156,38	163,08	170,04
24 Hourly	13,20	13,79	14,42	15,08	15,78	16,52	17,24	18,08	18,96	19,92	20,92	22,02
24 Overtime	20,70	20,70	21,63	22,62	23,67	24,78	25,96	27,21	28,51	29,86	31,26	32,76
25 Annual	28,698	29,992	31,364	32,822	34,364	35,944	37,582	39,286	41,056	42,894	44,794	46,756
25 Daily	110,38	115,36	120,62	126,24	132,16	137,85	143,78	149,94	156,38	163,08	170,04	177,36
25 Hourly	13,79	14,42	15,08	15,78	16,52	17,24	18,08	18,96	19,92	20,92	22,02	23,16
25 Overtime	21,63	21,63	22,62	23,67	24,78	25,96	27,21	28,51	29,86	31,26	32,76	34,32

JMK/10/09

[Signature]
 11-10-09

MIAMI-DADE COUNTY PUBLIC SCHOOLS
 AFSCME LOCAL 1184 SALARY SCHEDULE B5
 12 MONTH (260 DAYS)
 EFFECTIVE 07/01/08

	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
26 Annual	29,992	31,364	32,822	34,369	35,844	37,382	38,999	40,688	42,449	44,290	46,216	48,149	50,129
26 Daily	145.96	150.62	155.24	160.00	164.85	169.78	174.76	179.76	184.76	189.76	194.76	199.76	204.76
26 Hourly	14.42	15.08	15.78	16.52	17.24	17.98	18.75	19.57	20.41	21.30	22.22	23.18	24.14
26 Overtime	21.63	22.62	23.67	24.78	25.96	27.19	28.43	29.69	30.96	32.22	33.53	34.81	36.09
27 Annual	31,364	32,822	34,369	35,844	37,382	38,999	40,688	42,449	44,290	46,216	48,149	50,129	52,148
27 Daily	150.62	155.24	160.00	164.85	169.78	174.76	179.76	184.76	189.76	194.76	199.76	204.76	209.76
27 Hourly	15.08	15.78	16.52	17.24	17.98	18.75	19.57	20.41	21.30	22.22	23.18	24.14	25.10
27 Overtime	22.62	23.67	24.78	25.96	27.19	28.43	29.69	30.96	32.22	33.53	34.81	36.09	37.37
28 Annual	32,822	34,369	35,844	37,382	38,999	40,688	42,449	44,290	46,216	48,149	50,129	52,148	54,199
28 Daily	155.24	160.00	164.85	169.78	174.76	179.76	184.76	189.76	194.76	199.76	204.76	209.76	214.76
28 Hourly	15.78	16.52	17.24	17.98	18.75	19.57	20.41	21.30	22.22	23.18	24.14	25.10	26.06
28 Overtime	23.67	24.78	25.96	27.19	28.43	29.69	30.96	32.22	33.53	34.81	36.09	37.37	38.65
29 Annual	34,369	35,844	37,382	38,999	40,688	42,449	44,290	46,216	48,149	50,129	52,148	54,199	56,282
29 Daily	160.00	164.85	169.78	174.76	179.76	184.76	189.76	194.76	199.76	204.76	209.76	214.76	219.76
29 Hourly	16.52	17.24	17.98	18.75	19.57	20.41	21.30	22.22	23.18	24.14	25.10	26.06	27.02
29 Overtime	24.78	25.96	27.19	28.43	29.69	30.96	32.22	33.53	34.81	36.09	37.37	38.65	39.93
30 Annual	35,844	37,382	38,999	40,688	42,449	44,290	46,216	48,149	50,129	52,148	54,199	56,282	58,395
30 Daily	164.85	169.78	174.76	179.76	184.76	189.76	194.76	199.76	204.76	209.76	214.76	219.76	224.76
30 Hourly	17.24	17.98	18.75	19.57	20.41	21.30	22.22	23.18	24.14	25.10	26.06	27.02	27.98
30 Overtime	25.96	27.19	28.43	29.69	30.96	32.22	33.53	34.81	36.09	37.37	38.65	39.93	41.21

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 11-10-09

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 11/10/09

MIA MI D A D E C O U N T Y P U B L I C S C H O O L S
 AFSCME LOCAL 1184
 U3 SALARY SCHEDULE
 191-DAYS

Effective 07/01/2006 thru 06/30/2007

GRD	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	
01	ANNUAL-\$	45,000	45,500	46,000	46,750	47,500	48,250	49,000	49,750	23,250	24,250	25,250	26,250	27,250	28,250
	DAILY	78.54	81.16	83.77	87.70	91.63	95.55	99.48	103.41	121.73	126.07	132.2	137.44	142.68	147.04
	HOURLY	11.22	11.60	11.97	12.53	13.00	13.65	14.22	14.78	17.39	18.14	18.89	19.64	20.39	21.13
	OVERTIME	16.83	17.4	17.96	18.80	19.64	20.48	21.33	22.17	26.09	27.21	28.34	29.46	30.59	31.70

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