

June 21, 1999

Roger C. Cuevas, Superintendent of Schools

SUBJECT: REQUEST TO RECEIVE THE REPORT *MIAMI-DADE COUNTY PUBLIC SCHOOLS JOB EVALUATION AND COMPENSATION PLAN FOR MANAGERIAL EXEMPT (INCLUDING PROFESSIONAL AND TECHNICAL) PERSONNEL* PREPARED BY ARTHUR ANDERSEN LLP

The current job evaluation plan for managerial personnel was developed for the Board in 1985 by the Wyatt Company. Implementation of the plan occurred in 1986 in conjunction with a salary schedule linked to competitive pay levels for comparable positions in similar organizations and the marketplace.

Since 1986, there have been numerous changes in job descriptions and the level of compensation for various classifications as a result of reorganization, staff realignment, and reclassifications. Additionally, salary schedules have been reconfigured from the original structure recommended by the Wyatt Company and approved by the Board.

Therefore, in order to provide a more effective and efficient job evaluation and compensation program compatible with today's environment, the Board authorized the Superintendent to issue a Request for Proposals (RFP) and conduct a comprehensive study of Miami-Dade County Public Schools managerial classification and compensation policies and practices. In April 1997, the RFP was awarded to Arthur Andersen LLP to study pay practices as they relate to both external competitiveness and internal equity for all classified managerial positions, including school site administrative positions. In 1998, professional and technical employees unionized and their wages are now subject to negotiations with their exclusive bargaining agent. Recommendations in the study which impact the terms and conditions of employment of professional and technical employees are subject to negotiations.

The Andersen study consisted of four phases: (1) analysis of compensation practices in other urban school districts, including information obtained from the Council of Great City Schools, and the local marketplace — job data collection, job descriptions, and job qualifications; (2) job evaluation (3) salary structure design, design characteristics; and (4) the maintenance of the classification/compensation process.

A copy of the study entitled *Miami-Dade County Public Schools Job Evaluation and Compensation Plan for Managerial Personnel*, prepared by Arthur Andersen LLP, will be provided to School Board Members under separate cover, and will be available in the Office of the Recording Secretary to the School Board and in the Citizen Information Center.

RECOMMENDED: That The School Board of Miami-Dade County, Florida:

- (1) receive and file the *report Miami-Dade County Public Schools Job Evaluation and Compensation Plan for Managerial Personnel*, prepared by Arthur Andersen LLP;
- (2) direct the Superintendent to implement the salary schedule recommended by Arthur Andersen, LLP, for managerial exempt personnel effective June 24, 1999; and
- (3) direct the Superintendent to bring back to the Board no later than the July 14, 1999 School Board meeting, proposed changes to the *Manual of Administrative Personnel Procedures (MAPP)* as they relate to the implementation of the study for managerial exempt personnel.

NED/mu

REPLACEMENT

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