

Dr. Marta Pérez, Member

SUBJECT: NOTICE OF COMPENSATION

**COMMITTEE: INSTRUCTIONAL EXCELLENCE AND COMMUNITY
ENGAGEMENT**

**LINK TO DISTRICT
STRATEGIC PLAN: IMPROVE TRANSPARENCY OF DECISION MAKING
THROUGHOUT THE DISTRICT**

Board members regularly receive notices of compensation from the Superintendent regarding increases in salaries awarded to Confidential Exempt Personnel (CEP) and Managerial Exempt Personnel (MEP) as stipulated in the Manual of Procedures for Managerial Exempt Personnel, Section B – Compensation and School Board Rule 6Gx13 -4D.1.022. These notices typically include the new salary and a brief comment on the justification for the salary action.

Although the increases may be awarded to very deserving individuals and fully justified, the notices lack meaningful information such as previous salary, amount or percentage of the increase, and justification for the salary action. Full disclosure of salary actions taken fosters transparency and provides assurance of the fairness and equity of the compensation process.

This item proposes that the notices of compensation contain full details of the salary action, and if necessary, amend the School Board Rule to include the requirement.

There is no cost to the district to include full information in the notices of compensation. There is no additional cost for the requirement to be included in the board rules for MEP and CEP since both will be amended in the coming months.

ACTION PROPOSED BY

DR. MARTA PÉREZ: That The School Board of Miami-Dade County, Florida, direct the Superintendent to include full details of salary action for all employees classified as MEP and CEP, amend any applicable School Board Rule(s) to include such a requirement.