

Ms. Maria Teresa Rojas, Board Member

SUBJECT: REVIEW OF BOARD-APPROVED INITIAL COMPENSATION AND ANNUAL SALARY INCREASES FOR MANAGERIAL EXEMPT PERSONNEL (MEP)

COMMITTEE: FISCAL ACCOUNTABILITY & GOVERNMENT RELATIONS

LINK TO STRATEGIC BLUEPRINT: EFFECTIVE AND SUSTAINABLE BUSINESS PRACTICES

School Board policy 1120.01 – *Managerial Exempt Personnel* defines that “The wages, benefits, and terms and conditions of employment of the District’s managerial exempt employees are found in the Manual of Procedures for Managerial Exempt Personnel (MEP), incorporated by reference.” Specifically, sections B-4 and B-5 of the manual address initial compensation and compensation increases of managerial exempt personnel in Miami-Dade County Public Schools (M-DCPS).

It is of utmost importance for the Board to ensure that current policy related to the compensation of Managerial Exempt Employees (MEP) is being followed, pursuant to the MEP manual. Furthermore, if the Board deems that it may be necessary to amend current policy or the manual to ensure clarity and transparency, it is important for the Board to have all essential information to determine if there may be a need to take future action.

This item has been reviewed and approved by the School Board Attorney’s office as to form and legal sufficiency.

**ACTION PROPOSED BY
MS. MARIA TERESA ROJAS:**

That The School Board of Miami-Dade County, Florida, direct the Superintendent of Schools to provide the Board a report of all Managerial Exempt Personnel (MEP) who have received a higher initial compensation at the time of hiring and those who have received additional compensation beyond those approved by the Board. This report should include the title of the position, the pay grade, amount of additional compensation, total salary compensation, and date of transaction, for each MEP position affected by these actions since July 1, 2019; and provide this report to the School Board by January 12, 2021.