

Ms. Maria Teresa Rojas, Chair

Co-Sponsors: Mr. Daniel Espino, Vice Chair
 Dr. Dorothy Bendross-Mindingall
 Ms. Mary Blanco
 Ms. Monica Colucci
 Dr. Steve Gallon III
 Ms. Luisa Santos

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SUBJECT: COMPENSATION STUDY FOR MANAGERIAL EXEMPT PERSONNEL (MEP)

COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT

**LINK TO STRATEGIC
PLAN: HIGHLY EFFECTIVE TEACHERS, LEADERS, & STAFF**

The COVID-19 pandemic upended Miami-Dade County Public Schools and the local economy in ways that dramatically affected job openings in K-12 managerial positions, creating by a very competitive job market and presenting a number of challenges for this school district. Furthermore, 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 which now require the necessity for Miami-Dade County Public Schools (M-DCPS) to initiate a compensation study for managerial exempt personnel in order to provide a more effective compensation program compatible with today's job environment.

This MEP compensation study should incorporate pay practices as they relate to both external competitiveness and internal equity for all classified managerial positions. It may consist of an analysis of compensation practices for both school-site and non-school administrators in other urban school districts, including the possibility of obtaining information from the Council of Great City Schools, the local marketplace, and neighboring school districts; a recommended salary structure design; and an updated maintenance of the classification and compensation process.

This item seeks to direct the Superintendent of Schools to initiate a compensation study for managerial exempt personnel and based on this study present a report to the School Board at the Personnel, Student, School & Community Support Committee on August 9, 2023, including a recommended salary schedule for the Board's consideration for the 2023-2024 school year.

This item has been reviewed and approved by the General Counsel's Office as to form and legal sufficiency.

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

That The School Board of Miami-Dade County, Florida, direct the Superintendent of Schools to initiate a compensation study for managerial exempt personnel and based on this study present a report to the School Board at the Personnel, Student, School & Community Support Committee on August 9, 2023, including a recommended salary schedule for the Board's consideration for the 2023-2024 school year.