

Office of Superintendent of Schools  
Board Meeting of October 11, 2023

October 10, 2023

Dr. Dawn M. Baglos, Chief Human Capital Officer  
Office of Human Capital Management

**SUBJECT:                    COMPENSATION ADJUSTMENTS FOR CONFIDENTIAL EXEMPT  
PERSONNEL**

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

Pursuant to Board Policy 4120.01, Confidential Exempt Personnel (CEP) Classification Plan, compensation adjustments must be approved by the Board.

- Effective July 1, 2023, increase the base salary of all CEP employees by 4% and adjust the salary schedule minimums by 3% and maximums to include all salaries within range.

This item does not appear on the published Agenda. There exists good cause to vary from the published Agenda as this item is intended to recognize the hard work, contributions, and achievements of these employees in a time frame consistent with other employee groups.

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

1. Approve the base salary increase of all CEP employees by 4%, effective July 1, 2023, and adjust the salary schedule minimums by 3% and maximums to include all salaries within range.

**GOOD CAUSE  
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