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Office of Human Capital Management

SUBJECT: REQUEST TO REALIGN AND CORRECTLY ASSIGN POSITIONS TO THE SENIOR MANAGEMENT SERVICE CLASS (SMSC) OF THE FLORIDA RETIREMENT SYSTEM (FRS)

COMMITTEE: PERSONNEL, STUDENT, SCHOOL, AND COMMUNITY SUPPORT

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

By statutory provision, Florida Statute 121.055, the Senior Management Service Class (SMSC) of the Florida Retirement System (FRS) permits inclusion of a limited number of local agency positions. Local agencies may designate up to one (1) percent of the regularly established positions as SMSC. As of February 2025, Miami-Dade County Public Schools (M-DCPS) is eligible to designate over 350 SMSC positions. M-DCPS currently employs less than a tenth of the designated positions. These positions must be:

- non-elective managerial or policy making positions;
- filled by employees who are not subject to a continuing contract and are serving at the pleasure of the employer without civil service protection; and
- heads of organizational units, or positions with responsibility to effect or recommend personnel, budget, expenditure, or policy decisions in their areas of responsibility.

An analysis of SMSC identified positions highlights a historical discrepancy in senior level positions that are not appropriately coded. In order to align senior level staff appropriately, it is recommended that the previously established and classified positions of Assistant Superintendent, Academics, Accountability, and School Improvement (2); Assistant Superintendent, Education and Economic Access; Assistant Superintendent, Educational Services; Assistant Superintendent, Facilities Operations (3); Assistant Superintendent, Family and Community Engagement; Assistant Superintendent, Human Capital (2); Assistant Superintendent, Media and Public Relations; Assistant Superintendent, Title I Administration; Deputy Superintendent; Design and Planning Officer; Enterprise Development Officer be designated for inclusion into the SMSC, effective April 1, 2025. These positions were established and classified prior to 2022. A notice of intent is required to be published once a week for two consecutive weeks in a newspaper of general circulation before designating a position to be included in the SMSC. This notice of intent has been published in *The South Florida Times* for two consecutive weeks prior to the School Board meeting.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, authorize the proper alignment of the following positions into the Senior Management Service Class (SMSC) of the Florida Retirement System (FRS) effective April 1, 2025: Assistant Superintendent, Academics, Accountability, and School Improvement (2); Assistant Superintendent, Education and Economic Access; Assistant Superintendent, Educational Services; Assistant Superintendent, Facilities Operations (3); Assistant Superintendent, Family and Community Engagement; Assistant Superintendent, Human Capital (2); Assistant Superintendent, Media and Public Relations; Assistant Superintendent, Title I Administration; Deputy Superintendent; Design and Planning Officer; Enterprise Development Officer.