

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

SUBJECT: DISTRICT OFFICES - RIGHTSIZING AND RESTRUCTURING

COMMITTEE: PERSONNEL, STUDENT, SCHOOL, AND COMMUNITY SUPPORT

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

Authorization of the Board is requested to approve the Superintendent's rightsizing, restructuring, and reduction-in-force of select positions, exclusive of instructional positions, for individuals who cannot be reskilled and reassigned. In accordance with Florida Statutes Sections 1001.49 and 1012.27; School Board Policies 1120, 1120.01, 1121, 1130.01, and 4120.01; and the District's collective bargaining agreements, it is within the Superintendent's authority to recommend to the Board for approval, a rightsizing, restructuring, and reduction-in-force within the District. } Revised

As the bedrock of our community and a national leader in K-12 education, Miami-Dade County Public Schools (M-DCPS) has consistently proven that excellence and equity can co-exist at scale. However, preparing our students for a rapidly evolving global economy demands an equally dynamic organizational structure. To ensure that our resources are maximized where they matter most, M-DCPS has embarked on a strategic rightsizing designed to streamline decision-making. This rightsizing is not merely a shift in infrastructure, but a profound commitment to agility, accountability, and the future of every child we serve.

District Office Downsizing 2007-2008

The downsizing of District Offices began in 2007-2008 when the number of general fund positions was reduced by 50%. Currently, under 1000 District Office positions remain on the general fund. This administration continues to reduce the number of District Office staff through the rightsizing process. The strength of Miami-Dade County Public Schools has always lived in our shared resilience and commitment to our students. We recognize that maximizing our impact requires a more unified, modern, and agile organization.

District Office Hiring Freeze 2025-2026

In response to declining enrollment and in preparation for further rightsizing, a hiring pause was initiated over the course of the 2025-2026 fiscal year. This strategic pause resulted in 45 positions remaining vacant, yielding an approximate savings of \$2.4 million to the District.

**Revised
D-23**

District Office Rightsizing 2026-2027

Declining student enrollment is a widespread issue impacting school districts across Florida and the nation, primarily driven by a steady drop in the U.S. birth rate. To proactively address this trend and at the direction of the Superintendent, the Office of Human Capital Management (HCM) began planning for the 2026-2027 fiscal year. As a result, staff from HCM met with Bureau Chiefs to identify vacancies for closure, explore departmental restructuring, and establish succession management for key personnel. As a result, 168 positions will be eliminated from the General Fund for an approximate savings of \$17.3 million. Bureau Chiefs minimized the impact on current District Office staff by focusing on vacant positions and by shifting incumbents to grant-funded positions where appropriate. } Revised

For individuals in eliminated District Office positions that were not able to be transitioned to grant-funds, staff from HCM will seek to reskill District Office employees to fill, non-eliminated, current vacant positions. District Office employees affected by these reductions will be treated with dignity, respect, and appreciation for their contributions to M-DCPS. The Office of Human Capital Management will review the current title and credentials of each impacted employee to determine his/her eligibility for employment in other available positions. Every effort will be made to reabsorb affected employees into other functional areas.

Initial affected positions include:

Category	Number of Positions
<i>Administrative</i>	41
Pay Grades 16-19	16
Pay Grades 20-25	25
<i>Clerical Exempt</i>	11
<i>Clerical/Office</i>	28
<i>Instructional/CSS</i>	19 } Revised
<i>Maintenance</i>	2
<i>Professional and Technical</i>	27
<i>Support</i>	40

The elimination of positions, as well as a potential reduction-in-force, exclusive of instructional personnel, for individuals who cannot be reskilled is being recommended. } Revised
 This reduction-in-force will serve to align staffing levels with current and future workload and realize efficiencies to ensure that the District is able to remain competitive.

Overall, between the elimination of positions through the rightsizing efforts and the cost savings from the hiring pause, the District will save approximately \$19.7 million. } Revised
 Additionally, a Phase II of rightsizing is being considered for July.

RECOMMENDED: That effective June 18, 2026, or as soon thereafter as can be facilitated, The School Board of Miami-Dade County, Florida:

1. Approve the proposed rightsizing and restructuring of select District offices;
2. Approve a strategic reduction-in-force, exclusive of instructional positions, for individuals who cannot be reskilled and reassigned;
3. Authorize the Superintendent to make minor personnel adjustments to effectuate rightsizing.

} Revised