

Dr. Marta Pérez, Member

**SUBJECT: REQUEST AMENDMENT TO SCHOOL BOARD RULE 6Gx13- 4D-
 1.022, MANUAL OF PROCEDURES FOR MANAGERIAL EXEMPT
 PERSONNEL**

COMMITTEE: INSTRUCTIONAL EXCELLENCE AND COMMUNITY ENGAGEMENT

School Board Rule 6Gx13- 4D-1.022 Manual of Procedures for Managerial Exempt Personnel requires that the rate of compensation upon initial appointment to a managerial position shall be at the **minimum** of the pay grade of the classification involved absent certain circumstances.

For example, the rule provides that the Superintendent may authorize an applicant new to the district be brought in above the minimum of the pay grade "if the applicant is ***exceptionally qualified for the position and/or recruiting efforts have failed to fill a position at entry level.***" (Emphasis added.)

This item proposes a change in this Board policy to require that recruiting efforts be made to fill any MEP position at the entry level of the pay grade prior to bringing a recommendation to the School Board of a request for initial compensation above the minimum pay grade, and provide a detailed explanation for the increased compensation. In no event absent School Board approval should the compensation exceed 9% of the minimum of the pay grade or be granted retroactively.

**ACTION PROPOSED BY
DR. MARTA PÉREZ:**

That The School Board of Miami-Dade County, Florida, direct the Board Attorney to amend, by the March Board meeting, School Board Rule 6Gx13- 4D-1.022, Manual of Procedures for Managerial Exempt Personnel in accordance with the Administrative Procedure Act, to require that recruiting efforts be made to fill any MEP position at the entry level of the pay grade, and provide a detailed explanation for the increased compensation. In no event absent School Board approval should the compensation exceed 9% of the minimum of the pay grade or be granted retroactively.