


Memorandum



Date: August 10, 2012

To: Honorable Barbara J. Jordan
Commissioner, District 1

From: Carlos A. Gimenez
Mayor 

Subject: Response to Head Start Employee Hiring Delays and Concerns

In response to your attached memorandum (Attachment #1), we are providing the following information:

1. Miami-Dade County Public Schools (MDCPS) received its Board's Approval to proceed with the submitted Head Start/Early Head Start proposal and negotiated contract and leases on August 1, 2012. Although MDCPS's official posting of all Head Start/Early Head Start positions began on August 2, 2012, MDCPS has been working closely with my office, the Internal Services Department's (ISD) Human Resources Division, the Community Action and Human Services Department (CAHSD) and other delegate agencies since May of 2012 preparing and participating in employment interview fairs and other information activities for the Miami-Dade County Head Start/Early Head Start employees. MDCPS anticipates having 308 employees hired and in attendance at the annual Head Start/Early Head Start Conference next week. We were advised this week that MDCPS will be hiring for positions including teacher, associate educator, infant and toddler assistant and infant and toddler center director. Easter Seals of South Florida, YWCA, Centro Mater and O'Farrill Learning Center have completed all hiring and are fully staffed.
2. Clear and consistent information sharing is vital especially when transitioning such an important program. County employees had follow-up questions regarding MDCPS employment requirements in early July. Upon identifying the need for additional information, we worked with MDCPS to compile a clear explanation on certification requirements and application processes (see Attachment #2). This information was shared with employees via email on July 6, 2012. On the same day, 300 letters were mailed and 100 calls were made to reach impacted County employees. We have made every effort to confirm that employees received this information during the summer months. In addition, an informational session was held on July 13, 2012 for all interested employees, where 66 employees attended. MDCPS along with other delegate agencies also participated in this session.
3. It has been my priority to not only comply with the Board of County Commissioners' direction to negotiate with delegate agencies to consider and hire our employees, but to assist them in facilitating this process in any way possible. The schedule of support activities that have been facilitated by ISD and CAHSD has been provided as an attachment (Attachment #3). Over the past three months, all new delegate agencies have made a good faith effort to meet and interact with County employees as they make hiring decisions; however, the County cannot mandate the hiring decisions of outside agencies nor can it impose waivers of minimum qualification requirements. At this time, I am able to report on the outcome of these efforts with the following delegate agencies:
 - a. Easter Seals of South Florida has hired 80 employees and from those employees hired, 72 are County employees.
 - b. YWCA has hired 44 employees and from those employees hired, 35 are County employees.
 - c. O'Farrill Learning Centers has hired 26 additional employees and from those employees hired, 22 are County employees.
 - d. Centro Mater had one position available and hired a County employee to fill this slot.

4. We are in the process of compiling the report you requested regarding salary ranges and classifications of employees for all 17 delegate agencies.
5. As we work through the transition to a fully delegated model of the County's Head Start/Early Head Start Program, we have prioritized adherence to the program's Community Needs Assessment. In the Request for Expressions of Interest/Request for Applications (REOI/RFA) for Head Start/Early Head Start Services, applicants submitting an application for possible additional slots were advised that the County would be using the Community Needs Assessment as a guiding tool to distribute any newly created slots in the neighborhoods where there is most need. As you know, MDCPS was recommended and approved to provide services to these additional children. All negotiations and decisions made regarding these additional slots have been centered on selecting sites that align with the appropriate Service Areas.

Should you have any questions, please do not hesitate to contact me or Lisa M. Martinez, Senior Advisor, at 305-375-2911.

Attachments

- c: Honorable Joe A. Martinez, Chairman
and Members, Board of County Commissioners
Russell Benford, Deputy Mayor
Lisa M. Martinez, Senior Advisor to the Mayor
Lucia Davis-Raiford, Director, Community Action and Human Services Department
Jane McQueen, Head Start Director, Community Action and Human Services Department
Jeff Fredericks, Regional Program Manager, Office of Head Start
Tonya Ferguson, Chair, Policy Council
Alberto M. Carvalho, Superintendent, Miami-Dade County Public Schools
Luanne Welch, President/CEO, Easter Seals South Florida
Eileen Maloney-Simon, CEO, YWCA of Grater Miami-Dade, Inc.
Sonia O'Farrill-Barranco, Executive Director, O'Farrill Learning Centers



Memorandum
COMMISSIONER BARBARA J. JORDAN

To: Honorable Carlos Gimenez, *Mayor* Date: July 26, 2012
Miami-Dade County

From: *Barbara J. Jordan*
Barbara J. Jordan, *Commissioner* Subject: Head Start Employee Hiring
District 1 Delays and Concerns

I am seriously concerned regarding the steps that the Miami-Dade County Public School (MDCPS) system has taken to acquire the necessary staff to operate the Head Start program.

It has been brought to my attention that MDCPS has yet to begin the hiring process for new employees for the head start program for the upcoming school year. According to your staff Centro Mater Child Care, Easter Seals of South Florida and O'Farril Learning Center have filled over 80% of their slots and the YWCA is currently interviewing for positions. The Head Start program year begins August 1st and the school year begins August 20th and I am troubled that the MDCPS hiring process will not have taken place until after the program year has already begun.

It has also been reported to my office that many current employees that intend to apply for MDCPS Head Start positions are receiving conflicting information. The majority of the current head start employees are being told that to be employed they must be certified and have more than an Early Childhood Education degree, despite this being the requirement per Head Start guidelines. Additionally, prospective employees are being informed by the school principals that all head start positions must be filled from the surplus teacher list. If this is true then it is very disturbing as our employees were lead to believe that they would have a fair opportunity to compete for their jobs given they have all received termination letters effective July 31st, 2012.

If any or all of these complaints prove to be valid then this is not what the County Commission agreed upon. In resolution R-591-11 when the Board of County Commissioner directed the administration to delegate the Head Start program, Commissioner Edmonson made an amendment directing staff to "negotiate with delegate agencies to hire County employees for two (2) years, conditioned upon satisfactory performance." Additionally, it was represented to this commission and the Policy Council that county employees would be provided the professional courtesy of one to two years to obtain any required certifications.

I request that you look into this matter to clarify what the hiring requirements and process will be going forward. I would also like a timeline for contract approval by MDCPS and the hiring for Head Start/Early Head Start personnel.

I also have concerns regarding complaints that some delegate agencies are offering beginning salaries below minimum wage. I would like a report on the starting salaries and classifications of all employees hired by the delegate agencies slated to operate the previous county run head start slots.

Lastly, the full delegation of head start was based upon the premise of serving additional children thru extra slots created by operational cost savings. I would like to know what assurances have been put in place for the extra slots (up to 500), committed to MDCPS, to insure that these children will be from the appropriate service areas based on need and income qualification.

- c: Honorable Chairman Joe A. Martinez
and Members, Board of County Commissioners
Russell Benford, Deputy Mayor
Lisa Martinez, Senior Advisor to the Mayor
Lucia Davis-Raiford, Director, Community Action and Human Services
Jane McQueen, Head Start Director
Jeff Fredericks, Regional Program Manager, Office of Head Start
Tonya Ferguson, Chair, Policy Council

Dear Head Start Employee,

Many of you have asked for clarification on Miami-Dade County Public Schools' (MDCPS) requirements for instructional positions. The enclosed documents prepared by MDCPS (Application Process for Instructional Positions), clearly defines the instructional positions, specifies the MDCPS application process, and outlines the Florida Department of Education requirements including: the Status of Eligibility (SOE), passing score on the General Knowledge Test (GK) and Non-Education major requirements for the Introductory Teacher Training Program, etc.

Also included is a document outlining the State of Florida certification process and procedures provided by the MDCPS Office of Instructional Certification.

Finally, provided is a "How to Apply and Search-New Applicant" guide, with screen shots, to the Miami-Dade County Public Schools E-recruitment application found at <http://jobs.dadeschools.net/Apply.asp>. If you are pursuing employment with MDCPS, please make sure you create a candidate profile in the system and search and apply for positions that are open.

In reference to all delegate agencies, please be advised that none of delegate agencies require applicants to be bilingual. Bilingualism is included as a preference in some packages. This coincides with the Head Start regulation requiring that there is at least one employee in each classroom that speaks the language of the majority of the children in the class. There was a mistake in one of the original packages for one delegate agency. If you are in possession of this package, please disregard the bilingual requirement.

For those of you seeking additional information regarding delegate agency requirements and their hiring processes, we invite you to attend a meeting on Friday, July 13, 2012, from 2:00pm to 4:00pm at the Joseph Caleb Center , 5400 NW 22nd Avenue, Miami, Florida 33128.

We thank you for your years of service educating the children of our community and wish you success in your future career endeavors.

APPLICATION PROCESS FOR INSTRUCTIONAL POSITIONS

1. All applicants for full-time, or part-time, instructional positions (including counselors, psychologists, media specialists, school social workers and speech language pathologists) must create a candidate profile in the e-Recruiting system, and search and apply on open positions. The Miami-Dade County Public Schools E-recruiting Application may be found at <http://jobs.dadeschools.net/Apply.asp>. Completed applications must include:
 - Completed e-Recruiting candidate profile
 - Two acceptable professional references on business letterhead (can't date back more than one year; attach to e-recruiting candidate profile) OR two electronic reference questionnaires from the e-recruiting system.
2. Applicants are advised that they must meet all the requirements for the position(s) for which they apply. Additionally applicants are advised that they will need to complete an initial questionnaire and submit official transcripts.
3. A Statement of Status of Eligibility (SOE) indicating that the applicant meets the requirements for a Florida Educator's Certificate issued by the Florida (FL) Department of Education (FLDOE) is required for all instructional positions. Applicants may apply for Certification through the Florida Department of Education at <http://www.fldoe.org/edcert>.
4. **Effective July 1, 2009, a passing score on all four (4) parts of the General Knowledge Test (GK) is required (or equivalent CLAST passed before June 30th, 2002) in order to be eligible for instructional employment with M-DCPS. This includes applicants for full-time instructional, hourly instructional and temporary instructor (substitute teacher) positions. Registration and testing information may be found at www.fl.nesinc.com.**
5. **Please Note:** Non-Education majors with no prior teaching experience are required to complete an Introductory Teacher Training Program. The training will include the courses below offered online through www.thesub-hub.com. Applicants may find these courses by selecting the Introductory Teacher Training course option. M-DCPS requires completion of :
 - **Course 1 - Substitute Teaching 101 (5 hours)**
 - **Course 2 - Advanced Classroom Management (1 hour)**
 - **Course 3 - Instructional Strategies (1 hour)**

Applicants should attach the Certificate of Completion for each required course to their candidate profile in e-Recruiting. Applicants are also encouraged to attach a current resume.

6. **Teachers of core academic subjects must be Highly Qualified as defined by No Child Left Behind (NCLB). The core academic subjects are elementary, English, ESOL, reading, language arts, mathematics, science, foreign languages (other than English), civics, government, economics, arts, history, and geography. The Florida Department of Education has defined "arts" as music, art, and drama.** All applicants for pre-kindergarten through sixth grade must show evidence of a passing Subject Area Exam in the core subject area to be eligible for hire. All applicants for middle and senior high school core academic subjects must have a degree major in the core subject area or a passing Subject Area Exam in the core subject area to be eligible for hire.

Exceptional student education (ESE) teachers who deliver direct instruction to students with disabilities in core academic subject areas as defined by No Child Left Behind (NCLB) must meet the appropriate state special education certification requirements for the grade level **AND** exceptionality of the students being taught, in addition to meeting the same standard for subject matter competency to be highly qualified (HQ). Therefore, effective July 1, 2009, all ESE teachers are required to have a passing subject area exam for the core academic subject **AND** the exceptionality of the students being taught.

7. **If any of the specified documentation above cannot be provided, applicants will be ineligible for hire until the requirements are completed.** Applicants may apply directly to any open positions that interest them and for which they are qualified. Principals are able to review, interview and select any applicants that have applied to their job postings. Applicants may contact the schools directly to inquire about scheduling interviews if not contacted. Applicants will be notified electronically by the system when requisitions have been closed.

Please note that Florida Statutes require completion of an initial orientation and training program in district policies and procedures, addressing school safety and security procedures, educational liability laws, professional responsibilities, and ethics. Candidates who have no prior teaching experience, as determined by the employing school district, must complete an additional training program that includes classroom management skills and instructional strategies.

Who does **NOT** need training?

- Experienced Full-time Teachers/Retired teachers – (minimum of 1 year) – You must provide a reference from your last principal indicating a satisfactory performance.
- Experienced Temporary Instructors (Substitute Teachers) – (minimum of 1 year) – You must provide a reference from your last principal or an employment verification form indicating at least one year of substitute teaching experience if outside of Miami-Dade County.
- Completed Education Degree – (Bachelor's Degree or Higher) – You must provide official transcripts that indicate degree completion in an Education Program of Study.
- Completed Student Teaching/Final Internship – You must provide a reference from your cooperating teacher and the college supervisor.
- Completed Substitute Teacher Training – You must provide a Certificate of Completion or Official Transcript from a Substitute Teacher Training Program.

If the specified documentation cannot be provided, you will be ineligible for hire as a full-time or part-time instructor until the requirements are completed.

Please contact us at Persing@dadeschools.net if you have additional questions or concerns.

Miami-Dade County Public Schools Office of Instructional Certification

All teachers in the State of Florida must meet eligibility requirements for a teaching certificate. The state of Florida makes it possible for applicants to enter the teaching profession allowing an applicant the opportunity to complete some of the requirements after they have been hired.

If an individual has made the decision to teach and they already hold a Bachelor's degree, they would need to decide the subject that they want to teach and begin the process by applying for a Florida Educator's Certificate. Complete Application Package

- Fill out and submit a completed application (CG10) to the Department of Education, Bureau of Educator Certification Room 201, Turlington Building, 325 West Gaines Street, Tallahassee, Florida 32399-0400, www.fldoe.org/edcert; along with a \$75 fee for each subject requested. Include an official transcript showing the conferral of an acceptable Bachelor's or higher degree. Applications will not be processed until all items are received.
- Submit copies of out-of-state certificates held, if applicable, to the Department of Education.
- Submit official score reports of any FTCE examinations already taken and passed to the Department of Education.

Official Statement of Status of Eligibility (SOE)

An individual who meets the minimum application requirements is issued an Official Statement of Status of Eligibility (SOE) which reflects the results of an evaluation of the application. Once an applicant has obtained a SOE, they can utilize that to apply for open teaching positions. The statement is valid for three years from the date of issue and advises the applicant:

1. Whether or not the applicant meets the "subject requirements"
2. The requirements that are remaining for issuance of a Temporary Certificate
3. The requirements that are remaining for the issuance of a Professional Certificate

Professional Certificates

The five-year renewable Professional Educator's Certificate is the standard certificate issued by the State of Florida. The state will issue this certificate once an applicant has completed all requirements specified in the SOE which includes:

- A complete application
- Demonstrated master of general Knowledge (General Knowledge Exam)
- Demonstrated master of subject knowledge (Subject Area Exam or Degree Major)
- Demonstrated mastery of professional preparation and education competence. (additional FTCE examinations and/or coursework)

Temporary Certificates

The three-year nonrenewable Temporary Certificate may be issued to an applicant who does not qualify for the Professional Certificate but has already:

- Obtained a valid Official Statement of Status of Eligibility (see above)
- Earned a 2.5 GPA
- Obtained full time employment as a teacher

**Additional information and links to resources may be obtained via our website:
<http://certification.dadeschools.net/>**

HOW TO APPLY AND SEARCH - NEW APPLICANT

SCREEN 1 - CLICK ON EMPLOYMENT OPPORTUNITIES (HIGHLIGHTS SECTION)

Miami-Dade County Public Schools - Windows Internet Explorer

http://www.dadeschools.net/

DadeSchools.net
Giving our students the world

Discover M-DCPS | Calendars | Committees | Directories | Schools | School Board | Superintendent | Portal

Students | Parents | Employees | Community

Budget Information
For budget information please visit the District's Budget Resource Center

Virtual Tour: Upcoming Schools
Virtual tour of planned North Dade Middle and North Dade Center for Modern Languages Elementary Schools

Welcome to Miami-Dade County Public Schools

Highlights

- Transparency
- Florida
- Proposed Policies

Resources

- Adult Tech. Ed.
- Alumni Relations
- Assistive

Miami-Dade County Public Schools is the fourth largest school district in Florida

SCREEN 2 - CLICK ON INSTRUCTIONAL OR NON-INSTRUCTIONAL OPPORTUNITIES

Dadeschools.net - Windows Internet Explorer

http://jobs.dadeschools.net/

Employment Opportunities
Human Resources

STUDENTS | PARENTS | EMPLOYEES COMMUNITY

Dadeschools > Human Resources > Employment Opportunities

Human Resources | Employment Opportunities | Employee Services | Employee Portal

To apply for a job, learn about vacancies or find out about upcoming recruitment events, please first select one of the job categories below.

INSTRUCTIONAL OPPORTUNITIES
(Click Here)

Instructional positions include classroom teachers, counselors, substitute teachers and many other District positions.

NON-INSTRUCTIONAL OPPORTUNITIES
(Click Here)

Non-Instructional positions include paraprofessionals, custodians, bus drivers, clerical staff, food service and Maintenance positions.

ADMINISTRATIVE OPPORTUNITIES
(Click Here)

Administrative positions include Principals, Assistant Principals, Central Office and Region-based directors, supervisors, analysts and more.

Discover M-DCPS | Committees | Directories | Human Resources
Newsroom | School Board | Schools | Superintendent | Technology

M-DCPS : 1450 NE 2nd Ave. Miami, FL 33132 Phone (305) 995-1000 (For Non Technical Questions Only) © 2010

SCREEN 3 - CLICK ON "GET STARTED NOW" IN THE SENTENCE UNDER THE PICTURE

Dadeschools.net - Windows Internet Explorer
 http://jobs.dadeschools.net/teachers/index.asp

File Edit View Favorites Tools Help
 Google Search

Dadeschools.net

Contact Us Search

**Employment Opportunities
 Human Resources**

Friday, January 15, 2010

STUDENTS PARENTS EMPLOYEES COMMUNITY

Dadeschools > Human Resources > Employment Opportunities > Instructional Openings

LEAD. INSPIRE. PROGRESS.

If you are ready to search and apply for jobs with us, get started now.

Recruitment Information
 Learn more about being a teacher and anticipated vacancies and events by clicking here - Recruitment.

Requirements to Teach (overview of process)
 To be hired as a teacher, you must be eligible to teach and meet our pre-employment requirements which include drug-testing, fingerprinting and I-9 employment verification.

Search and Apply for Jobs
 M-DCPS uses a web-based registration and application tool. As either a new candidate or current employee, you will use this tool to Search and Apply for jobs.

Starting your New Job
 To ensure success in your new job you must do the

News

- Testing Fees to Increase
- Additional Resources
 - Temporary Instructor (Substitute) Positions (pdf)
 - Part-time Teaching Positions
 - Retiree Application for Employment (pdf)
- Future Educators of America
- Local Education Compacts
- Reasons to Teach
 - Why teach in Miami?
 - What makes a great teacher?
- Frequently Asked Questions
 - If you want to speak with the recruitment team, contact us here. Frequently Asked Questions

Done Local Intranet 100%

SCREEN 4 - CLICK ON "REGISTER AND LOGIN HERE" UNDER NEW APPLICANTS

Dadeschools.net - Windows Internet Explorer
 http://jobs.dadeschools.net/Apply.asp

File Edit View Favorites Tools Help
 Google Search

Dadeschools.net

Contact Us Search

**Employment Opportunities
 Human Resources**

Monday, Jan 11, 2010

STUDENTS PARENTS EMPLOYEES COMMUNITY

Dadeschools > Human Resources > Employment Opportunities > Search and Apply

SEARCH AND APPLY FOR A POSITION

IMPORTANT NEWS UPDATE

- Applicants who have previously applied using our paper application or older teacher web application must now register in E-Recruiting, our new online application system. Learn more.
- Mac computer users must install Firefox web browser. Learn more.
- Adobe Acrobat 8.0 or greater is required to use some features of the online application system. Learn more.

New Applicants
Register and Login Here
 If you have never been employed by Miami-Dade County Public Schools, or were employed with M-DCPS prior to November 2009, you must register to search and apply.

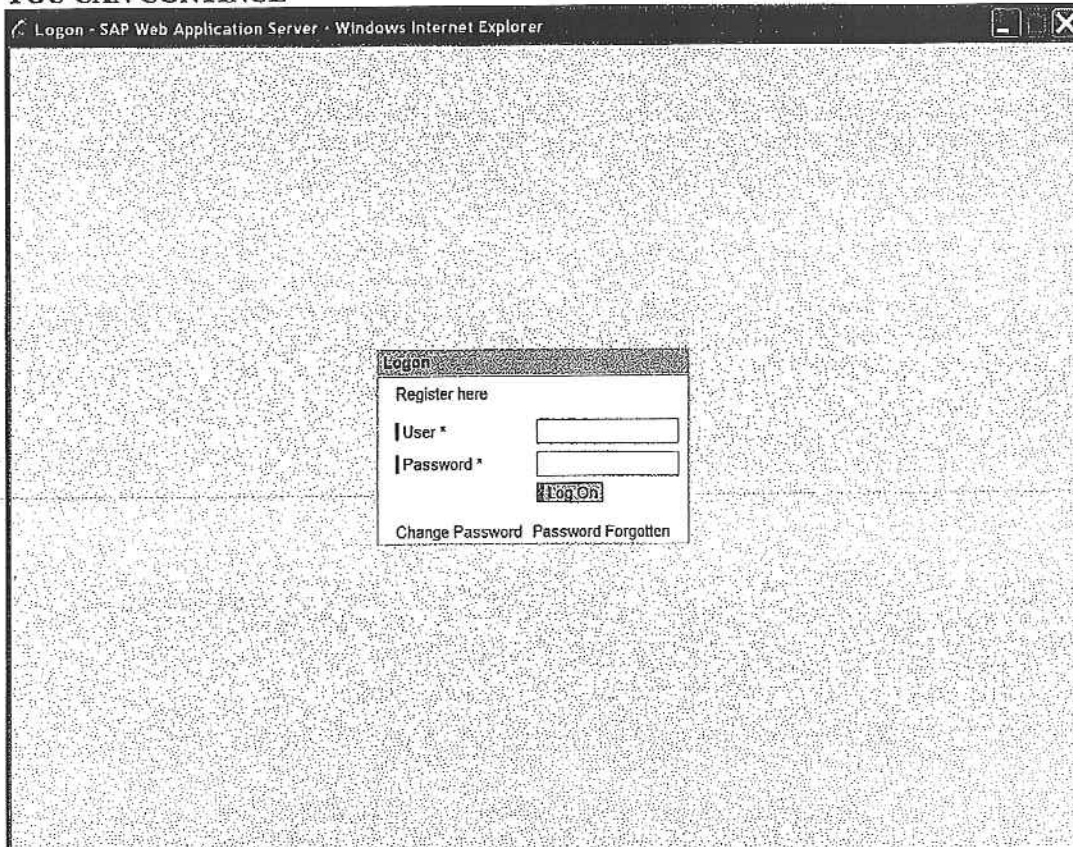
Current Employees
Login Here
 If you are employed by Miami-Dade County Public Schools, you will be prompted to enter your Employee Number in the "Username" field, and your Dadeschools Password in the "Password" field before you can begin searching.

Previous Employees
 If you were employed with Miami-Dade County Public Schools after November 2009, and are no longer employed with the District, your password will need to

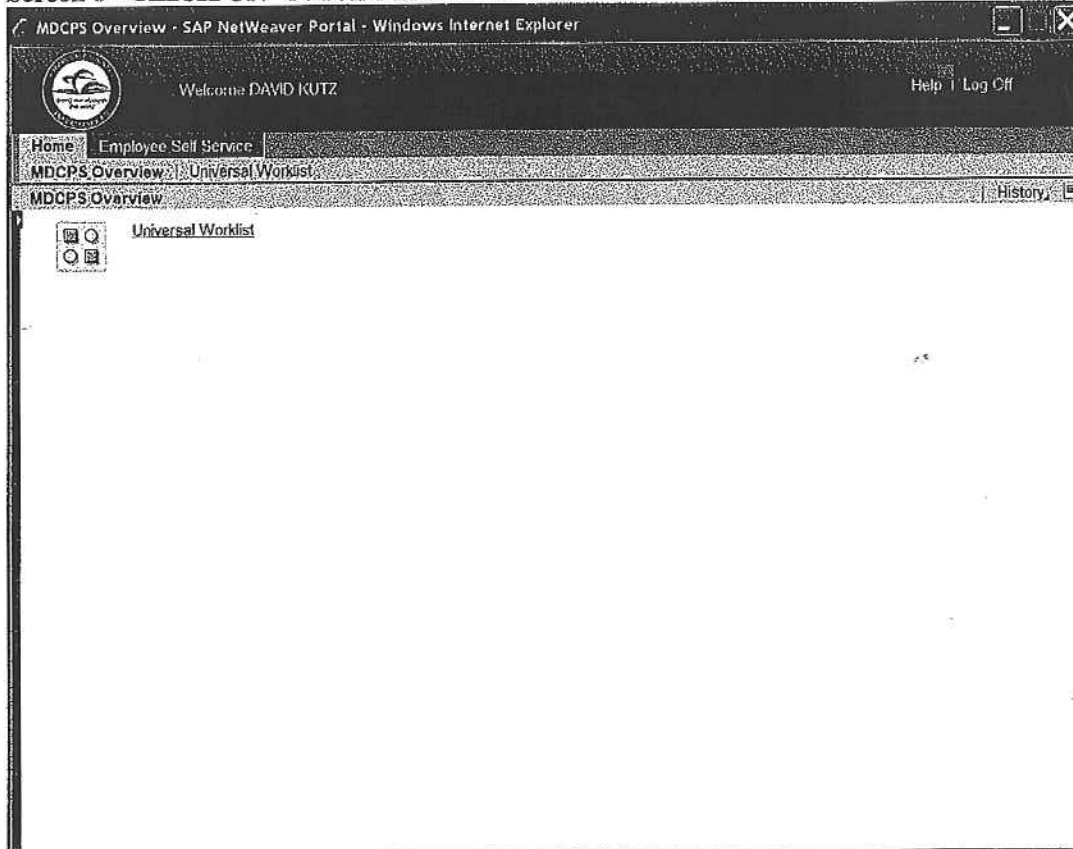
Google: This page is in English. Translate it using Google Toolbar? Learn more Not in English? Help us improve Translate

Done Local Intranet 100%

SCREEN 5 - CLICK "REGISTER HERE" TO ESTABLISH USER & PASSWORD SO YOU CAN CONTINUE



Screen 6 - CLICK ON "EMPLOYEE SELF SERVICE" NEAR THE TOP



Overview - SAP NetWeaver Portal - Windows Internet Explorer

Welcome DAVID KUTZ





Help Log off

Home Backend Landscape **Employee Self Service** eRecruiting Human Resources Reports

Overview Employment Opportunities Life and Work Events Personal Information Payroll

Overview History

Employee Self-Service applications provide you with easy access to information and services for employees. This page gives you an overview of the entire offering.

 Employment Opportunities Internal Candidate for E-Recruiting	 Life and Work Events Request a Leave of Absence or initiate a Resignation Request
 Personal Information Update your Address and verify your Personal Data	 Payroll Manage and display employee's W-4 (Employee Withholding Allowance) tax status information

SCREEN 8 - CLICK ON "CANDIDATE PROFILE" TO SET UP YOUR APPLICATION AND ONCE COMPLETED GO BACK TO THIS PAGE TO "SEARCH AND APPLY FOR JOBS"

Employment Opportunities - SAP NetWeaver Portal - Windows Internet Explorer

Welcome DAVID KUTZ Help Log Off

Home Employee Self Service

Overview Employment Opportunities

Employment Opportunities History

Welcome to the M-DCPS online application system. Please use the links below to explore and apply for employment opportunities as well as enter or maintain personal information.

Employment Opportunities

Search for job openings, apply for jobs and modify/track job applications.

Apply Directly

Search and Apply for Jobs

Manage your Applications

Personal Settings

Select your printer and date format to tailor your pages to suit your personal preference.

Personal Settings

Candidate Profile

The candidate profile contains your personal information and qualifications. If you choose to "Release Your Profile", M-DCPS recruiters can access this information. To return to "Employment Opportunities", click on the link in the upper left corner.

Candidate Profile

SCREEN 9 - "CANDIDATE PROFILE" PAGE WHERE YOU WILL NAVIGATE USING THE NUMBERED TABS

Employment Opportunities - SAP NetWeaver Portal - Windows Internet Explorer

Welcome DAVID KUTZ Help Log Off

Home Employee Self Service

Overview Employment Opportunities

Employment Opportunities History

Employment Opportunities > Candidate Profile

The candidate profile contains your personal information and qualifications. If you choose to "Release Your Profile", M-DCPS recruiters can access this information. To return to "Employment Opportunities", click on the link in the upper left corner.

Candidate Profile | 1 Work Experience | 2 Education | 3 Certifications | 4 Attachments | 5 Profile Release

Education |

Please provide your work background below. Enter experience(s) by clicking "New Entry". To edit or delete an existing entry, click the box by that entry and select the appropriate action.

After clicking "New Entry" or "Edit", you will be asked to provide/modify detailed information about your work experience. Once finished, click the "Save" button.

Work Experience	Start Date	End Date	Employer	City	Country	Job Title
No data on work experience currently available						
Page 0 of 0						
New Entry						
Data was deleted						

**Miami-Dade County Community Action and Human Services
Head Start Transition Plan**

Target Audience: Approximately 350 Head Start employees to include: Head Start Center Directors, Administrators, Teachers, Teacher Assistants, Community Family Service Workers and Food Service Workers

Transition Team: Miami-Dade County Internal Services Department, South Florida Workforce (SFW), Housing Finance Authority (HFA), and United Way of Miami-Dade County

Transition Workshops: Will be conducted from 5:00pm to 8:00pm to accommodate all affected employees. Workshops will include:

- Employment Process for delegate agencies
- Transition, Layoff and Recall Overview
- Benefits and Retirement Overview
- Workforce Services and Florida Unemployment Benefits
- Mortgage and Renters' Assistance and Information
- Community Services

Training Workshops: Will be conducted from 5:00pm to 8:00pm to accommodate all affected employees.

- Interviewing Skills
- Resume Writing (Bring a copy of your resume)

Event Locations:

- Isaac A. Withers, 21300 SW 122nd Avenue, Miami-Dade
- Ophelia E. Brown-Lawson, 16425 NW 25th Avenue, Miami Gardens
- Caleb Center, 5400 NW 22nd Avenue, Miami

Interview Fair: Will be conducted from 9:00am to 1:00pm. Bring a copy of your resume.

- Delegate Agencies, SFW and Community Based Organizations (CBOs) currently hiring
- On-site Interviews when possible

Workshop Location	Transition Workshop	Training Workshop	MDC and SFW Interview Fair
Caleb	May 22 (Tuesday)	May 23 (Wednesday)	June 9 (Saturday)
Withers	May 23 (Wednesday)	May 24 (Thursday)	Caleb
Brown-Lawson	May 29 (Tuesday)	May 30 (Wednesday)	
Caleb	May 30 (Wednesday)	May 31 (Thursday)	
Caleb	July 17 (Tuesday)	N/A	
Brown-Lawson	N/A	July 18 (Wednesday)	
Withers (South)	July 24 (Tuesday)	July 25 (Wednesday)	

ISD-Human Resources Contacts: Transition Team 305-375-3346, Benefits 305-375-4288, Employee Support Services 305-375-3293

CAHS Contact: Charles Brown, Senior Human Resources Manager, 786-469-4723, brownjr@miamidade.gov