

Merrett R. Stierheim, Superintendent of Schools

**SUBJECT: THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA AUTHORIZE THE SUPERINTENDENT TO COLLECTIVELY BARGAIN THE TWO DAYS ASSOCIATED WITH THE PAY REDUCTION PLAN TO BE PROVIDED TO ALL AFFECTED EMPLOYEES AS DAYS OFF WITHOUT PAY BEFORE THE END OF THIS FISCAL YEAR AND FOR THOSE EMPLOYEES WHO, BECAUSE OF THE NATURE OF THEIR RESPONSIBILITIES, MUST WORK ONE OR TWO OF THOSE DAYS THAT THEY BE AFFORDED ONE OR TWO DAYS OFF WITH PAY COMMENSURATELY NEXT FISCAL YEAR WITH THE APPROVAL OF AN EMPLOYEE'S SUPERVISOR, OR IN THE CASE OF TEACHERS, ON DESIGNATED PLANNING DAY(S)**

Previously, the Board authorized that those employees of the district including the Superintendent and all other employees making over \$20,000 have two days of their salaries reduced because of the severe financial crisis facing the school district. This was done upon the recommendation of the Superintendent to ensure that the School Board, as required by law, met its statutory obligation to end the year with a positive fund balance.

Union leadership opposed the Pay Reduction Plan even though the Special Master assigned to hear this issue, after hearing extensive evidence from the parties, recommended the plan as legally and financially appropriate. The School Board at a special public hearing approved the Superintendent's modified plan based on the passage of time.

In an effort to provide all affected employees further evidence of the School Board's continuing good faith efforts to ensure fairness and equity to the Pay Reduction Plan, I am recommending that the Board authorize me to collectively bargain with Unions leaders that all affected employees be permitted to have one or two non paid days off this fiscal year or one or two paid days off next fiscal year if their work schedule does not permit days(s) off this fiscal year.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida authorize the Superintendent to collectively bargain the two days associated with the Pay Reduction Plan to be provided to all affected employees as days off without pay before the end of this fiscal year and for those employees who, because of the nature of their responsibilities, must work one or two of those days that they be afforded one or two days off with pay commensurately next fiscal year with the approval of an employee's supervisor, or in the case of teachers, on designated planning day(s).

**SP-1**