

Frank J. Cobo, Member

**SUBJECT:           REQUEST THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, AUTHORIZE A FEASIBILITY STUDY TO PROVIDE INCREASED HOUSING OPPORTUNITIES FOR TEACHERS AND OTHER DISTRICT PERSONNEL AS A MEANS OF ENHANCING EMPLOYEE RECRUITING EFFORTS AND LONG TERM STAFF RETENTION**

**COMMITTEE:       EDUCATION AND SCHOOL OPERATIONS**

The attraction and retention of teachers and other qualified support personnel is crucial to the District's continued ability to provide a quality education to all students. Particularly where recruitment is concerned, in recent times, the District has re-doubled its efforts to hire new school site personnel as well as retain current faculty and support staff, in order to meet the challenges associated with recent legislative mandates, not the least of which is the class size reduction amendment; the fact that this District is competing with neighboring peer districts for the same talent pool requires that innovative programs that can provide Miami-Dade with a competitive edge be explored. Affordable housing is certainly one of the areas impacting upon a prospective employee's decision to pursue employment with the District or to locate or relocate in Miami-Dade; particularly given the continuous high demand for housing and the steady increase in housing costs.

Presently, it is likely that some of the District's employees have already availed themselves of some of the affordable housing opportunities administered by the county's housing agency. However, to ensure a greater and more focused effort is in place that can provide or augment affordable housing opportunities for current or prospective District faculty and other key personnel, I request my colleagues' support of a feasibility study by District staff. The focus of this study will be to identify possible enhancements to current affordable housing programs and the possible development of new custom-tailored programs to achieve this goal, in collaboration with the relevant county housing agency.

**ACTION PROPOSED  
BY FRANK J. COBO:**

That The School Board of Miami-Dade County, Florida, authorize the Superintendent to conduct a feasibility study to provide increased housing opportunities for teachers and other district personnel as a means of enhancing employee recruiting efforts and long term staff retention.