

Ms. Perla Tabares Hantman, Vice Chair

SUBJECT: INCREASE THE NUMBER OF DAYS REGULAR FULL-TIME EMPLOYEES RECEIVE REMUNERATION WHILE SERVING AS MEMBERS OF THE RESERVE IN THE U.S. ARMED SERVICES OR NATIONAL GUARD FROM 17 TO 30 DAYS DURING ANY CALENDAR YEAR

COMMITTEE: INNOVATION, EFFICIENCY AND GOVERNMENTAL RELATIONS

LINK TO DISTRICT STRATEGIC PLAN: GENERAL OPERATIONS

All regular full-time employees of Miami-Dade County Public Schools, who are members of the reserve in the United States Armed Services or the National Guard, receive remuneration up to a maximum of 17 days during any calendar year when they are ordered to report for temporary active duty, including training exercises. This provision is contained within School Board Rule 6Gx13- 4E-1.11, Military Leave, and comports with Section 1012.66, Florida Statutes.

Since the terrorist attacks against the United States on September 11, 2001, district employees have been called upon to engage in more than 17 days of Military, Naval, or National Guard training in a single year. Because the School Board rule caps the available days for full remuneration at 17, during any calendar year, there have been cases in which employees had to use accrued leave to receive pay for these training days.

At the meeting of The Board of County Commissioners of Miami-Dade County, which was held on January 10, 2008, County Commissioners unanimously adopted Resolution R-59-08 through Agenda Item Number 11A17 to provide County employees leaves of absence up to 30 days per year (with pay) and without loss of vacation leave, pay, time or efficiency rating. The County Attorney's Office deemed that this action was in accordance with State Statutes since the 17 working days outlined in State Statutes, is a minimum threshold.

H-8

Providing adequate leave time to employees who are supporting this country's military by serving in the reserves is very important. To support this, it is being recommended that the Superintendent take the necessary steps to initiate rulemaking proceedings in accordance with the Administrative Procedure Act to amend School Board Rule 6Gx13-4E-1.11, Military Leave, to increase the maximum number of days regular full-time employees receive remuneration from 17 to 30 days when absent from their regular work when ordered for temporary active duty.

**ACTION PROPOSED BY
MS. PERLA TABARES HANTMAN,
VICE CHAIR:**

That The School Board of Miami-Dade County, Florida:

1. direct the Superintendent to initiate rulemaking proceedings in accordance with the Administrative Procedure Act to amend School Board School Board Rule 6Gx13- 4E-1.11, Military Leave, to increase, to the extent permitted by law, the maximum number of days regular full-time employees receive remuneration while absent from their regular work during any calendar year from 17 to 30, when the employees are ordered by the Armed Services or National Guard to report for temporary active duty; and
2. authorize the Superintendent to negotiate with all impacted labor unions to amend any applicable collective bargaining agreement provisions to reflect changes to School Board Rule 6Gx13- 4E-1.11, Military Leave.