

Ms. Lubby Navarro, Board Member

**SUBJECT: EXPLORE AVAILABLE SUPPLEMENTAL REVENUE  
SOURCES TO SUPPORT EDUCATORS AND PUBLIC  
EDUCATION**

**COMMITTEE: FISCAL ACCOUNTABILITY AND GOVERNMENTAL  
RELATIONS**

**LINK TO STRATEGIC  
BLUEPRINT: INFORMED, ENGAGED AND EMPOWERED  
STAKEHOLDERS**

The educators in Miami Dade County are some of the finest anywhere. The outstanding student achievement and exceptional school performance exhibited year after year are certainly evidence of the superior education provided by M-DCPS' employees. These results are even more remarkable with the realization that the level of investment in Florida's public schools is at a level not equal to that in place in 2007-2008.

This Board and Superintendent have consistently advocated for increased salaries for teachers and increased investment in educational programming. As the economy has recovered and the unemployment rate has fallen, private sector salaries have climbed along with the cost of living while unfortunately; salaries for educators have lagged behind even though we have consistently provided raises and absorbed other costs such as health insurance increases. The inevitable result is an increasing rate of turnover in the teaching ranks, and employees who appear before us lamenting that they must take second jobs or consider leaving Miami because they simply cannot afford to live here any longer.

Recognizing this challenge, as early as October of this year, conversations were initiated with the Superintendent, the School Board Attorney, and union leadership about identifying supplemental revenue which could be used to support both increased salaries for educators as well as to expand and enhance educational programming. The District's administration had already begun exploring such measures with the intention of finding a way to infuse new revenue into M-DCPS. The use of grants to support educational programming is certainly an option and the administration has done an outstanding job winning several high profile, high value grants to support innovation; however, grants are not a viable option for large scale salary enhancements due to their non-recurring nature. Therefore, we must look to other options which may be available to the Board as a way to augment salaries for our outstanding educators.

} R  
e  
v  
i  
s  
e  
d

This item has been reviewed and approved by the School Board Attorney's office as to form and legal sufficiency.

**ACTION PROPOSED BY  
MS. LUBBY NAVARRO:**

That The School Board of Miami-Dade County direct the Superintendent to:

1. explore available supplemental revenue sources to support educators and public education; and
2. hold a workshop to present recommendations and afford the Board an opportunity to discuss these options by June 30, 2018.

} Revised