

Dr. Lawrence S. Feldman, Board Member

Co-Sponsor: Ms. Lubby Navarro, Board Member } Added

**SUBJECT: HOURLY/PART TIME EMPLOYEES COMPENSATION DURING STATE OF EMERGENCIES**

**COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT**

**LINK TO STRATEGIC BLUEPRINT: EFFECTIVE AND SUSTAINABLE BUSINESS PRACTICES**

Miami-Dade County Public Schools is the fourth largest school district in the United States. It services approximately 386,000 PK-12 students with a full and part time workforce of almost 40,000 employees. A collaborative effort on the part of all employees has yielded countless national and state recognitions and accolades for both operational and educational facets of our school system. Our workforce, made up of both contracted personnel who function under collective bargaining and those hourly and part-time employees who do not, all serve to deliver important functions within the school site.

During the Superintendent's emergency closure of schools enacted as a result of Hurricane Irma, our hourly and part time personnel were relieved of their duties and, as such, did not collect their regular wages during this time. This particular segment of our workforce is often comprised of economically fragile employees who are severely affected by the sudden loss of income. This year, the Superintendent has addressed the needs of those hourly and part-time personnel, as well as substitutes, through administrative action authorizing the opportunity for this group to work additional hours during the designated pay period from January 26 to February 8. This action is both fiscally responsible and a thoughtful and humane approach to the pressing issue faced by this segment of our workforce.

It is essential that the School Board of Miami-Dade County provide a sense of stability, inclusiveness and empathy for all that work for and with us and for all those who labor to support our overall mission for children. School Board Policy should be reflective of an ethical and moral commitment to provide a reasonable expectation of financial stability to all employees, particularly the most fragile. This agenda item authorizes the Superintendent to initiate rulemaking procedures, in accordance with the Administrative Procedure Act, to codify, in either existing or new School Board Policy, the provision for ensuring that after each declared state of emergency in which regularly scheduled work days were lost, all available options be considered in allowing hourly and part-time employees, who were regularly scheduled to work, to make up for potential time not worked.

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

**ACTION PROPOSED BY**

**DR. LAWRENCE S. FELDMAN:** That The School Board of Miami-Dade County, Florida, authorize the Superintendent to initiate rulemaking procedures, in accordance with the Administrative Procedure Act , to codify, in either existing or new School Board Policy, the provision for ensuring that after each declared state of emergency in which regularly scheduled work days were lost, all available options be considered in allowing hourly and part-time employees, who were regularly scheduled to work, to make up for potential time not worked.