

Dr. Dorothy Bendross-Mindingall, Board Member

**SUBJECT: CHILDCARE BENEFITS FOR EMPLOYEES**

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

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

For a number of years, the school district has had its challenges in recruiting and retaining teachers and other school staff. There are a number of personal and professional factors for these challenges and although the problem will not be solved in one day, it is the duty of the Board to provide feasible solutions. Miami-Dade County is one of the most expensive counties in Florida and the nation. Teacher and staff salaries are not nearly enough to compensate for this high cost of living. It is reported that residents spend anywhere from 40 to 70% of their income on living expenses.

When recruiting new teachers and recent college graduates, it is necessary to have a number of cost saving benefits to augment their salaries. This item seeks to authorize the Superintendent to explore the feasibility of implementing high-quality childcare at a reduced cost for district personnel using existing and available school sites within Miami-Dade County Public Schools.

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

**ACTION PROPOSED BY**

**DR. DOROTHY BENDROSS-MINDINGALL:** That The School Board of Miami-Dade County, Florida, directs the Superintendent to:

1. explore the feasibility of implementing high quality childcare at Miami-Dade County Public Schools sites at a reduced cost for district personnel; and
2. report findings and suggestions to the Board by October 10, 2018.