



Secure Our Future+ Task Force/Referendum Renewal

School Board Workshop

May 11, 2022



Purpose of Today's Workshop

To review and discuss the Secure Our Future+ Task Force Recommendations and Referendum Renewal



Background on Secure Our Future

- Funding from Tallahassee had consistently failed to sufficiently address the higher cost of living in Miami-Dade since loss of District Cost Differential (DCD)
- Following the tragedy at Marjory Stoneman Douglas High School, the State mandated a law enforcement officer at each school site from bell to bell; however, without sufficient funding to address this need
- Salaries for instructional personnel lagged, thereby impacting recruitment and retention
- A Teacher Salary Task Force recommended the School Board pursue a referendum
- A Referendum passed in 2018 to levy 0.75 mill to increase compensation for instructional personnel and enhance safety and security, with the provision of a Citizen Oversight Committee for a 4-year period



Secure Our Future+ Task Force

Task Force Engagement



Stakeholder Groups

- Administrators
- School Board Appointees
- Impacted Labor Unions
- Teachers
- Diverse Community / Business / Parent Representatives
- Charter School Representative

Task Force Meeting

- April 11, 2022
- Information provided regarding use of current Referendum proceeds
- Previous SOFAC Annual Reports reviewed
- Discussion of future community request



Task Force Common Understandings

1) Income and Expenses

10-Month Teacher Salary	Minimum Base Salary	Maximum Base Salary	Average Base	Average Referendum Supplement	Average Salary (Base & Referendum)	Range Base & Referendum
Elementary	\$47,717	\$74,746	\$53,203	\$8,290	\$61,493	\$47,717 - \$90,772
Secondary	\$47,717	\$74,746	\$53,462	\$8,133	\$61,595	\$47,717 - \$90,345

- The current median household income in Miami-Dade is \$68,300.*
- The current median sold home price in Miami-Dade is \$467,000 (28% increase).**
- Unaffordable housing and the general cost of living impact teachers.

* Miami-Dade County Income Limits (miamidade.gov)

** Realtor.com



Task Force Common Understandings

B-6. Average Salaries of Public School Teachers

State	2019-20 (Revised)		2020-21		From 2019-20 to 2020-21	
	Salary(\$)	Rank	Salary(\$)	Rank	Change(%)	Rank
Alabama	54,095	34	54,271	35	0.33	45
Alaska	72,010	10	73,061	10	1.46	27
Arizona	50,782	46	52,157	44	2.71	11
Arkansas	50,456	47	51,668	46	2.40	16
California	84,531	3	85,856	3	1.57	26
Colorado	57,706	25	58,183	26	0.83	39
Connecticut	78,427 *	5	79,742 *	5	1.68	23
Delaware	65,116	15	65,141	16	0.04	48
District of Columbia	79,350 *	4	80,659 *	4	1.65	24
Florida	49,102	49	51,009	48	3.88	4
Georgia	60,578	20	60,553	21	-0.04	49
Hawaii	65,409	14	70,922	12	8.43	1
Idaho	52,875	39	51,817	45	-2.00	51
Illinois	68,083	12	70,705	13	3.85	5
Indiana	51,745	43	53,072	41	2.56	13
Iowa	58,184	24	58,831	24	1.11	34
Kansas	52,081	41	53,619	37	2.95	9
Kentucky	53,907	35	54,139	36	0.43	43
Louisiana	51,566	44	52,472	43	1.76	21
Maine	55,276	29	57,167	30	3.42	8
Maryland	73,444	9	74,006	9	0.77	40
Massachusetts	84,659	2	86,755	2	2.48	14
Michigan	63,568	16	64,262	17	1.09	35
Minnesota	62,695	17	66,561	15	6.17	2
Mississippi	46,843	51	46,862	51	0.04	47
Missouri	50,817	45	51,557	47	1.46	29
Montana	52,135 *	40	53,133 *	40	1.91	20
Nebraska	55,267	30	56,463	31	2.16	17
Nevada	56,672	28	58,167	27	2.64	12
New Hampshire	59,622	22	61,849	20	3.74	6

*Average M-DCPS Base Salary
without Referendum*

*Average M-DCPS Base Salary
with Current Referendum*

Rankings of the States 2021 and Estimates of School Statistics 2022, NEA Research April 2022

District Comparison – Average Base Salary



School District	Salary
Monroe	\$58,960
Miami-Dade	\$53,452
Palm Beach	\$54,566
Hillsborough	\$54,025
Broward	\$56,278
Orange	\$51,958



District Comparison – Average Annual Salary*

School District	Salary*
Miami-Dade	\$63,600
Broward	\$60,647
Palm Beach	\$62,045

**Based on 10-Month Teacher and including all supplements.*

Task Force Common Understandings



2) State Education Policy Implications

- Introduction of the Teacher Salary Increase Allocation, initially designed to increase the starting salary, compressed approximately 10,000 teachers to the same salary – regardless of experience
- To mitigate this, MDCPS and UTD, through collective bargaining, utilized referendum supplements ranging from 2.25% to 26.97%

3) Performance Pay Implications Since July 2011

- Requirements as of 2021-2022 for school districts who met \$47,500
- Continue to provide salary adjustments for performance pay and grandfathered salary schedules and increase minimum salary as detailed in Section 1012.22, Florida Statutes

Task Force Common Understandings



4) Sharing of Referendum Funds

- Current projections of the .75 millage rate indicate \$65M to be shared with charter schools
- This projection represents a 6.3% (\$3,880 on average) decrease in the current RRAS levels per teacher; some teachers may completely lose their RRAS
- Also represents a potential decrease in percentages shared with other instructional personnel who receive additional compensation ranging from 8% to 17% (i.e. temporary instructors, hourly teachers, and paraprofessionals)

5) Issues affecting teacher recruitment and retention

- General perception of teachers and of education as a career
- Local cost of living
- Skyrocketing housing costs
- Decreased purchasing power
- Inability to recruit or prevent attrition of teachers due to comparable salaries in lower-cost counties
- Compensation strategies must address the differing needs of new teachers versus mid- to late-career teachers

Task Force

Common Understandings



- 6) Issues affecting law enforcement recruitment and retention
- 350 M-DCPS schools require safe school officer coverage
 - Since the inception of the Secure Our Future referendum, over 300 officers have been added to MDSPD
 - The County and cities are still supporting schools that are in need of an MDSPD School Resource Officer
 - The estimated cost to cover remaining sites is \$120,000 per year, per site
 - Additional officers are needed to cover schools and provide a contingency force
 - Larger schools may require more than one officer
 - Need to retain current salary levels to remain competitive



Referendum Updates



County	Date	Elements	Result	Amount
Sarasota	March 2022	Teacher incentives, extended school day, full-day pre-K, summer learning, school technology, CTE	Passed	1.0 Mill <i>(Renewal)</i>
Manatee	November 2021	Teachers, STEM, charters, extended school day, school staff, CTE	Passed	1.0 Mill <i>(Renewal)</i>
Hernando	November 2020	Salaries, mental health/safety, technology, and academic programs	Passed	1.0 Mill

Results of Recent Florida County Referendums

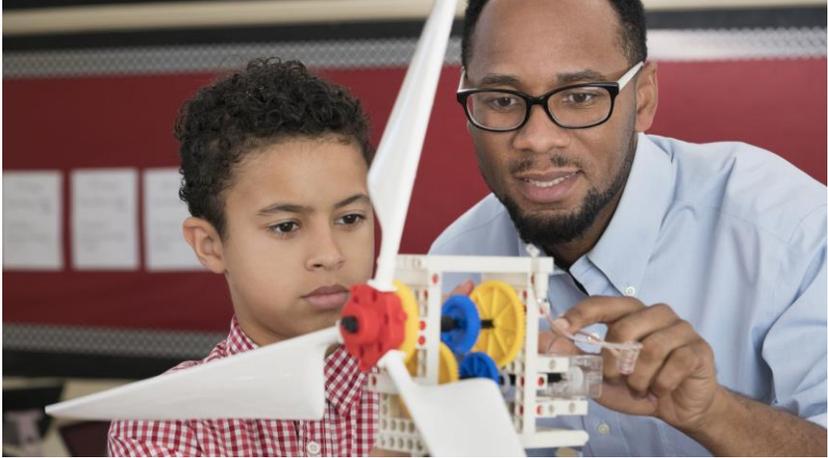
Upcoming Florida County Referendums – August 2022



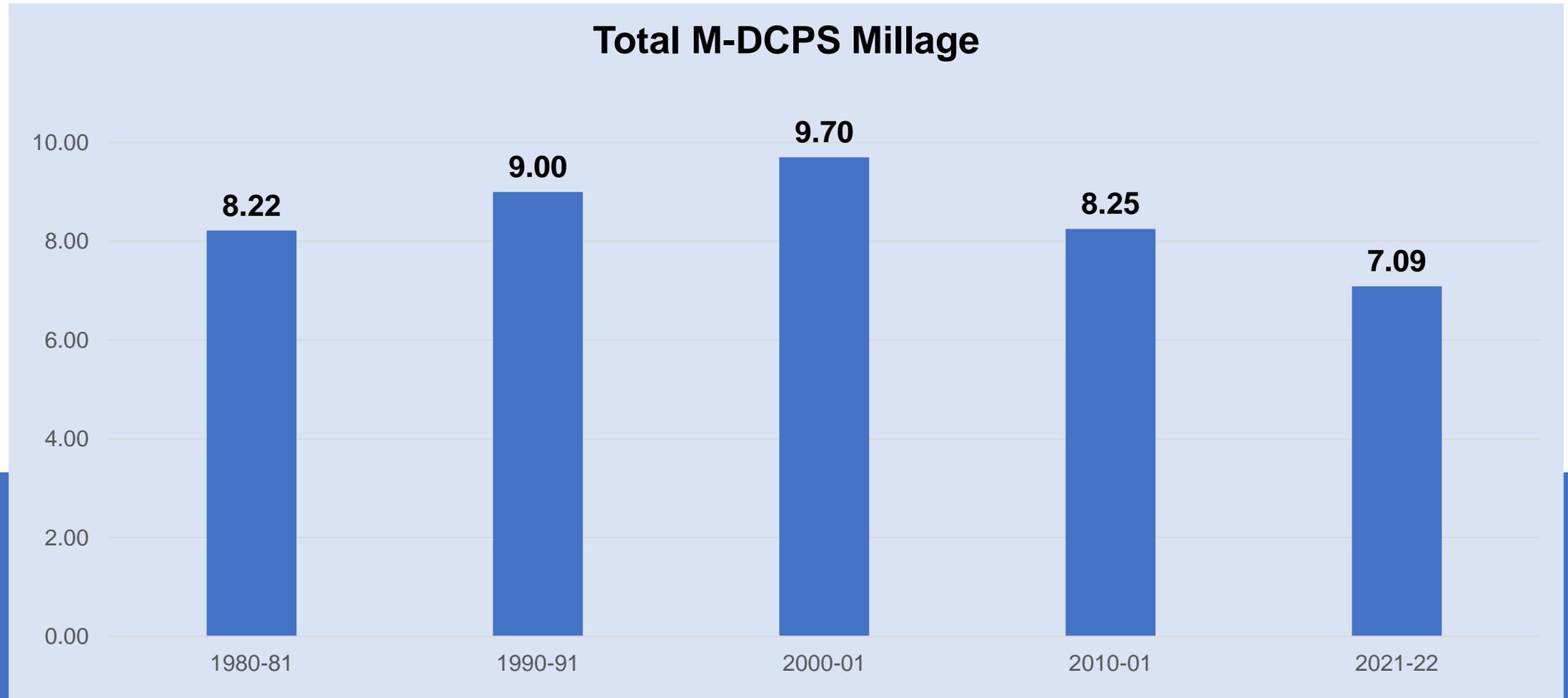
County	Elements	Amount
Brevard	Teachers and other staff to address wage compression, improvements in classroom technology and CTE	1.0 Mill
Broward	School Resource Officers, district security staff, mental health professionals, teacher compensation, other essential instruction-related expenses to preserve programs	1.0 Mill (<i>Renewal; previously 0.5 Mill</i>)
Duval	Teachers, sports and arts programs, charters, staff	1.0 Mill
Hillsborough	Teacher recruitment/retention, support CTE and electives	1.0 Mill
Marion	Electives, CTE, school safety	1.0 Mill (<i>Renewal</i>)
Orange	Teacher retention, academics, arts, athletics, student activities, charters	1.0 Mill (<i>Renewal</i>)
Pasco	Teachers, bus drivers, staff	1.0 Mill

Upcoming Florida County Referendums – November 2022

County	Elements	Amount
Charlotte	School security, teacher/employee recruitment/retention, STEM, CTE, arts, counselors, sustained increase in instructional time	1.0 Mill <i>(Renewal)</i>
Clay	Safety and security	1.0 Mill <i>(Renewal)</i>
Lake	School safety and mental health services, including alternative education	0.75 Mill <i>(Renewal)</i>
Palm Beach	Art, music, physical education, and career education programs, mental health services, safety and security, enhancements to teacher salaries	1.0 Mill <i>(Renewal)</i>



Five Decades of Millage History



Miami-Dade County Millage Levy Options & Effect

MILLAGE LEVY OPTIONS		EFFECT ON TYPICAL HOMEOWNER	
Estimated Tax Roll	\$ 411,867,000,000	Assessed Value	\$ 243,947
Budgeted Rate	96%	Homestead Exemption	\$ (25,000)
0.75 Mill	\$ 296,544,240	0.75 Mill	\$ 164.21
1.00 Mill	\$ 395,392,320	1.00 Mill	\$ 218.95
Increase	\$ 98,848,080	Increase	\$ 54.74

1011.71 District School Tax

(9) In addition to the maximum millage levied under this section and the General Appropriations Act, a school district may levy, by local referendum or in a general election, additional millage for school operational purposes....For the purpose of distributing taxes collected pursuant to this subsection, the term “school operational purposes” includes charter schools sponsored by a school district....Funds levied under this subsection shall be shared with charter schools based on each charter school’s proportionate share of the district’s total unweighted full-time equivalent student enrollment and used in a manner consistent with the purposes of the levy. The referendum must contain an explanation of the distribution methodology consistent with the requirements of this subsection.



1011.73 District Millage Elections

MILLAGE AUTHORIZED NOT TO EXCEED 4 YEARS.—The district school board, pursuant to resolution adopted at a regular meeting, shall direct the county commissioners to call an election at which the electors within the school district may approve an ad valorem tax millage as authorized under s. 1011.71(9). Such election may be held at any time, except that not more than one such election shall be held during any 12-month period. Any millage so authorized shall be levied for a period not in excess of 4 years or until changed by another millage election, whichever is earlier. If any such election is invalidated by a court of competent jurisdiction, such invalidated election shall be considered not to have been held.



Task Force Recommendations

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

- Move forward with a request to renew the Ad Valorem Tax Referendum
 - Continue to enhance compensation for Instructional Personnel
 - Continue to enhance Safety and Security
 - Maintain a Citizen Oversight Committee (Secure Our Future Advisory Committee)
- Consider requesting operational millage up to 1.0 mill
- Other Considerations
 - Communicate importance of referendum to the community and explain how the funds have contributed to the stability of the school district and improvement of safety and security for its schools
 - Ensure charter schools use funds in a manner consistent with the referendum
 - Continue engaging Secure Our Future+ Task Force through General Election

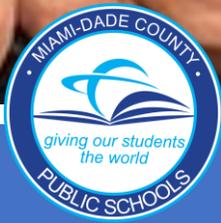


Key Dates

June 2022*	July 2022	July 29, 2022	November 8, 2022
Ballot Resolution must be considered at a "Regular School Board Meeting"	County Commission Meeting	Deadline for Providing Language to the Elections Department	General Election



Discussion



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