

Ms. Perla Tabares Hantman, Chair

SUBJECT: THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA AUTHORIZE THE SUPERINTENDENT TO COLLECTIVELY BARGAIN THE RESTORATION OF SALARIES ASSOCIATED WITH THE PAY REDUCTION PLAN IN THE EVENT OF A DETERMINATION OF SUFFICIENT CONTINGENCY RESERVES

At the recent public hearing on the two day pay reduction and the special Board Meeting for Managerial and Confidential Exempt Employees, the School Board authorized the Superintendent to reduce employees' salaries because of the severe financial crisis currently facing the school system.

Pursuant to state law, the Superintendent and the School Board must ensure that the budget is balanced at the close of the fiscal year. In the event that the financial condition of the school system is determined by the Audit Committee and the outside auditors to have sufficient contingency reserves at the beginning of the 2002/2003 fiscal year to restore employees' salaries, then the Superintendent should restore the employees' salaries as follows:

- If the school district ends the year with a balanced budget and a contingency reserve sufficient to restore both days of pay to all affected employees who participated in the Pay Reduction Plan, then each employee whose salary was reduced shall be made whole by restoring the full amount of salary to the employees as soon as it is practical.
- If the school district ends the year with a balanced budget and a contingency reserve sufficient to restore the payment of one day to all affected employees who participated in the Pay Reduction Plan, then that amount of salary should be restored to the employees as soon as it is practical.
- In the event that the employees' salaries are restored in whole, the two days offered as paid days during the 2002/2003 fiscal year associated with the Pay Reduction Plan will not be given. However, if one day of salary is restored, then the employees will receive one day off as previously set forth in the Superintendent's plan.

ACTION PROPOSED BY

MS. PERLA TABARES HANTMAN: That The School Board of Miami-Dade County, Florida authorize the Superintendent to collectively bargain the restoration of all affected employees' salaries as follows:

SP-2

1. If the school district ends the year with a balanced budget and a contingency reserve sufficient to restore both days of pay to all affected employees who participated in the Pay Reduction Plan, then each employee whose salary was reduced shall be made whole by restoring the full amount of salary to the employees as soon as it is practical.
2. If the school district ends the year with a balanced budget and a contingency reserve sufficient to restore the payment of one day to all affected employees who participated in the Pay Reduction Plan, then that amount of salary should be restored to the employees as soon as it is practical.
3. In the event that the employees' salaries are restored in whole, the two days offered as paid days during the 2002/2003 fiscal year associated with the Pay Reduction Plan will not be given. However, if one day of salary is restored, then the employees will receive one day off as previously set forth in the Superintendent's plan.