

SUBJECT: RESTORATION OF EMPLOYEES' SALARIES

On May 23, 2002, The School Board of Miami-Dade County voted to reduce teachers' and employees' salaries by two days prior to the end of the current fiscal year.

Recognizing the importance of supporting our teachers and employees during these difficult times and acknowledging the impact that teacher morale has in our classrooms and with their students, the School Board needs to take immediate action and begin negotiating a restoration of pay that will make our teachers and employees whole.

Miami-Dade Schools will be in a better financial situation to restore the employees pay during the FY 02-03 budget process. As of July 1, 2002, the school district will receive additional funding from the state. Additionally many meaningful reductions in expenses will be realized next fiscal year as a result of recommendations brought forth by OPPAGA and also changes in management practices carried out by the Superintendent and his executive staff with School Board approval.

At this time, the board should authorize the Superintendent to enter into negotiations with the collective bargaining units for the purpose of agreeing to a Memorandum of Understanding (MOU) which would restore pay reduced in FY 02-03. This item does not encumber the school system with any liability since it is only directing the Superintendent to enter into negotiations at this time.

This item does not appear in the published agenda. There is good cause to vary from the published agenda in order to authorize the superintendent to collectively bargain a resolution to the Pay Reduction issue.

ACTION PROPOSED BY

FRANK J. BOLAÑOS:

That The School Board of Miami-Dade County, Florida, authorize the Superintendent to enter into negotiations through the collective bargaining process with the collective bargaining units to agree on a Memorandum of Understanding that will provide teachers and employees with additional compensation in the FY 02-03 fiscal year, restoring any reduction in pay during the FY 01-02. The MOU or a status update will be presented to the board for approval within sixty days.