

Vera A. Hirsh, Assistant Superintendent  
Human Resources, Recruiting and Performance Management

**SUBJECT: REQUEST AUTHORIZATION FOR THE SUPERINTENDENT OF SCHOOLS TO:**

1. EXCEED SENATE BILL (SB) 1676 WHICH REQUIRES NOT MORE THAN 10-MONTHS OF SERVICE FOR PRINCIPALS, SCHOOL SITE ADMINISTRATORS AND INSTRUCTIONAL STAFF BY INCREASING THE WORK YEAR FROM A 10-MONTH WORK YEAR (SB 1676) TO A 12-MONTH WORK YEAR (250 PAID DAYS INCLUDING HOLIDAYS) WORK YEAR
2. CHANGE NON-SCHOOL SITE MANAGERIAL EXEMPT EMPLOYEES (MEP) AND CONFIDENTIAL EXEMPT PERSONNEL (CEP) FROM A 12-MONTH WORK YEAR (260 PAID DAYS INCLUDING HOLIDAYS) TO A 12-MONTH WORK YEAR (250 PAID DAYS INCLUDING HOLIDAYS)
3. CHANGE MICROSYSTEMS TECHNICIANS, COMPUTER SPECIALISTS AND COMPUTER TECHNICIANS FROM 260 PAID DAYS, INCLUDING HOLIDAYS WORK YEAR TO 222 PAID DAYS, INCLUDING HOLIDAYS WORK YEAR
4. FINALIZE THE NECESSARY CONTRACTUAL MODIFICATIONS WITH THE UNITED TEACHERS OF DADE (UTD) FOR 12-MONTH INSTRUCTIONAL STAFF

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**COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY**

**LINK TO DISTRICT STRATEGIC PLAN: REFORM BUSINESS PRACTICES TO ENSURE EFFICIENCY AND EFFECTIVENESS**

As a result of the legislative session, Senate Bill (SB) 1676 was enacted into law. Section 27, 1011.60 (3) of SB 1676 adopts rules relating to the appointment of personnel. Specifically the bill states that: "such rules must not require more than 10 months of service for principals, other school site administrators, and instructional staff, as prescribed by rules of the State Board of Education, excluding Sundays and other holidays. Principals, other school site administrators, and instructional staff may serve more than 10 calendar months of service if specifically approved by the district school board." On May 27, 2009, SB 1676 was signed into law by the Governor.

Currently, all principals and selected assistant principals work 260 paid days, including holidays during a 12 month period. As a result of SB 1676, these staff members would have their work year curtailed by two (2) months effective July 1, 2009. However, in order to ensure continuity of educational and operational services to students, parents and the community, it is recommended that the work year for principals and other school-site administrators become 250 paid days, including holidays during a 12 month period.

Additionally, it is recommended that non-school site MEP and CEP personnel also work 250 paid days, including holidays during a 12 month period. Instructional staff, who work 12-months will, effective July 1, 2009, move to a 250 paid days, including holidays during a 12 month period. Impacted staff will not work during winter and spring recess.

MEP, CEP, and instructional staff referred to in this item, (with the exception of adult/vocational and Department of Juvenile Justice instructional staffs who only accrue sick leave), will receive a pro-rated vacation accrual in 2009-2010 school year based on a 250 paid days including holidays. Salaries will be adjusted accordingly, and be paid in 26 pay checks, which is the current practice. Salary-based employee benefits, including, but not limited to life insurance and disability benefits, will be adjusted accordingly. The savings to the General Fund for the aforementioned recommendation is \$5.2 million for FY 2009-2010. } Revised

Subsequent to the approval of this Board item, the United Teachers of Dade (UTD) and the district will meet to finalize the necessary contractual modifications, for 12-month instructional staff (260 days moving to 250 days). } Added

Microsystems Technicians, Computer Specialists, and Computer Technicians, will move from a 260-day work year to a 222-work day calendar. Technical resources will be realigned under Information Technology to ensure that schools and departments receive the necessary technical support. The savings to the General Fund for this action is \$2.4 million, for a total savings of \$7.6 million for FY 2009-2010.

**RECOMMENDED:** That pursuant to Florida Statute § 1011.60, The School Board of Miami-Dade County, Florida, authorize the Superintendent of Schools to:

1. exceed Senate Bill (SB) 1676 which requires not more than 10-months of service for principals, school site administrators and instructional staff by increasing the work year from a 10-month work year (SB 1676) to a 12-month work year (250 paid days including holidays) work year;
2. change non-school site Managerial Exempt Personnel (MEP) and Confidential Exempt Personnel (CEP) from a 12-month work year (260 paid days, including holidays) to a 12-month work year (250 paid days including holidays work year);

3. change microsystems technicians, computer specialists, and computer technicians, from 260 paid days, including holidays work year to 222 paid days, including holidays work year; and
4. finalize the necessary contractual modifications with UTD for 12-month instructional staff. } Added