

Ms. Perla Tabares Hantman, Board Member

SUBJECT: 250-DAY WORK YEAR

COMMITTEE: INNOVATION, EFFICIENCY AND GOVERNMENTAL RELATIONS

LINK TO DISTRICT STRATEGIC PLAN: REFORM BUSINESS PRACTICES TO ENSURE EFFICIENCY, EFFECTIVENESS AND HIGH ETHICAL STANDARDS

At the School Board meeting of June 17, 2009, the School Board approved agenda item D-26 authorizing the Superintendent to reduce the number of workdays of certain designated twelve month employee groups from 260 paid workdays to 250 paid workdays including holidays. This was one of a number of cost savings measures implemented during the current financial crisis facing the District, whereby District employees under the authority of the Superintendent collaboratively contributed together in order to reduce expenditures, forestall potential layoffs and save employee jobs.

Subsequently, at the September Innovations, Efficiency and Governmental Relations Committee meeting, pursuant to my inquiry about the consistency of other District employees' similar reduction of paid workdays, we were advised that employees in offices under the authority of the School Board, including, among others, the School Board Attorney and his Office, the Board's Chief Auditor, as well as Administrative Assistants to Board Members, had not been approached and, therefore, were not included in this cost savings initiative. Since that disclosure, many of those employees who report to the School Board voluntarily have requested to participate in this initiative and to have their fiscal year 2009/2010 work year similarly reduced on a one time non-recurring basis to 250 workdays, thereby effectuating further District cost savings through their generosity and dedication to our students and fellow employees.

In as much as budget reduction strategies proposed by the Superintendent and authorized by the Board are made to ensure the fiscal stability and long term sustainability of this District, it is a sound policy practice to review the appropriateness of the application of similar policies to those employees who report directly to the Board or are otherwise under Board authority. Therefore, this agenda item proposes that the Superintendent develop a protocol which will ensure that the Board is afforded an opportunity to review recommendations related to the terms and/or conditions of employment for those employees that report to the Superintendent, to determine if the Board, as an employer wishes to extend such initiatives or mandates to its employees. This agenda item additionally proposes that the Superintendent report to the Board the cost savings to the District associated with the voluntary participation of those employees who report to the Board who have reduced their work year for the fiscal year 2009/2010.

**ACTION PROPOSED BY SCHOOL BOARD
MEMBER PERLA TABARES HANTMAN:**

That The School Board of Miami-Dade County, Florida direct the Superintendent to do the following:

- (1) Develop a protocol to ensure that in the future, District cost savings initiatives or mandates impacting employees, be presented to the School Board in order for the Board to determine whether participation by employees who report directly to the Board, or are otherwise under Board authority, should be included; and
- (2) Present a report to the School Board at its December 9, 2009 Board meeting on the cost savings to the District associated with the voluntary participation of its employees in this reduced work year initiative.