

Alberto M. Carvalho, Superintendent of Schools

SUBJECT: AUTHORIZATION OF A ONE-TIME PAYMENT FOR MANAGERIAL EXEMPT PERSONNEL AND TEACHERS WHO PROVIDED SHELTER SERVICES DURING HURRICANE IRMA

COMMITTEE: PERSONNEL SERVICES AND STUDENT/SCHOOL SUPPORT

LINK TO STRATEGIC BLUEPRINT: EFFECTIVE AND SUSTAINABLE BUSINESS PRACTICES

Hurricane Irma had a significant impact on South Florida. Over 600,000 people were subject to a mandatory evacuation order and more than 30,000 sought refuge in one of the 44 school facilities opened as an emergency shelter. The shelter operation was unprecedented, and the performance of our personnel was nothing short of outstanding. In many cases, school site administrators were called upon to act as shelter managers, due to the absence of a Red Cross, County, or National Guard presence. Hearing of these situations, a number of teachers stepped forward voluntarily to assist in the manning of shelters. Currently, there is no authorization to provide remuneration to those employees who are governed by the Managerial Exempt Personnel (MEP) Manual beyond compensatory time at a one-to-one rate; nor is there any provision to provide remuneration to teachers during a declared emergency.

Individuals who provided service during this emergency deserve not only to be recognized, but compensated. They left their homes and families to provide for the public good and therefore, authorization is sought to provide for a one-time bonus payment for those approximately 325 MEP employees and teachers who provided service in shelters during the declared emergency. Staff will pursue reimbursement for these expenditures through the Miami-Dade County and/or the Federal Emergency Management Agency (FEMA). The total amount that will be allocated for this purpose will not exceed \$250,000.

Similarly, authorization is requested to amend the MEP manual and other documents as may be appropriate, to provide for the compensation of shelter-assigned and other essential personnel during future declared emergencies.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, authorize the Superintendent to:

- 1) provide a one-time payment managerial exempt personnel and teachers who provided shelter services during Hurricane Irma in a total amount allocated amount not to exceed \$250,000; and
- 2) amend the MEP manual and other documents as may be necessary, to provide for the compensation of shelter-assigned and other essential personnel during future declared emergencies.