

Dr. Dawn M. Baglos, Chief Human Capital Officer
Office of Human Capital Management

SUBJECT: REMOTE WORK PILOT PROGRAM

COMMITTEE: PERSONNEL, STUDENT, SCHOOL, AND COMMUNITY SUPPORT

LINK TO STRATEGIC PLAN: HIGHLY EFFECTIVE TEACHERS, LEADERS, AND STAFF

The COVID-19 pandemic led to lasting changes in remote and hybrid work environments. A large percentage of financial-related and technology-based organizations and employees continued to have remote work options after the onset of the pandemic that had positive effects on employee retention. In order to be competitive in some professional sectors, Miami-Dade County Public Schools shall offer a Remote Work Pilot Program to certain employees in departments within our school district that are similar in nature and aligned with financial-related and technology-based industries.

The Remote Work Pilot Program shall initially be in effect for twelve (12) months and will be reviewed after the completion of the first six (6) months to discuss successes and areas of improvement to be addressed during the remaining six (6) months of the Program, as well as any benefits to expanding or discontinuing the Program. District staff will negotiate with the appropriate labor bargaining units any agreements that may be necessary to implement the Program. Additionally, District staff will develop an implementation manual to provide guidelines for supervisors and employees.

RECOMMENDED: That The School Board of Miami-Dade County, Florida authorize the Superintendent to implement the proposed Remote Work Pilot Program, inclusive of developing an implementation manual to provide guidelines for supervisors and employees, for select employees in departments within our school district that are similar in nature and aligned with financial-related and technology-based industries.