

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

SUBJECT: REQUEST AUTHORIZATION TO DEVELOP A REMOTE (BLENDED) WORK PILOT PROGRAM

COMMITTEE: PERSONNEL, STUDENT, SCHOOL, AND COMMUNITY SUPPORT

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

A large percentage of financial-related and technology-based organizations continue to have remote work options for its employees that have positive effects on employee retention. These work conditions are added benefits for employees. In order to be competitive in business operation sectors, Miami-Dade County Public Schools shall develop a Remote (Blended) Work Pilot Program to be offered to specific employees in limited financial-related and technology-based positions within our school district that are similar in nature and aligned with industries that continue to offer their employees remote (blended) work options.

REVISED

The Remote (Blended) Work Pilot Program shall initially be in effect for twelve (12) months and will be reviewed quarterly by the Chief Human Capital Officer. The review will utilize qualitative and quantitative performance metrics data, inclusive of quality, communication, task completion, and employee feedback, to determine successes and areas of improvement to be addressed during the remaining months of the Program. The Program will be evaluated again at the conclusion of the twelve (12) months to determine if the Program was successful. District staff will negotiate with the appropriate labor bargaining units any agreements that may be necessary to implement the Program. Additionally, District staff will provide guidelines for supervisors and eligible employees.

RECOMMENDED: That The School Board of Miami-Dade County, Florida authorize the Superintendent to develop a Remote (Blended) Work Pilot Program for limited financial-related and technology-based positions as set forth below: } REVISED

1. District staff will determine the eligibility for participation based upon the characteristics and job duties of each eligible position, with an emphasis on technology-based and financial-related positions whose functions may support a remote (blended) model and submit to the Superintendent for his approval. } ADDED

**Revised
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2. District staff will develop a program with a procedural manual to provide guidelines for supervisors and eligible employees inclusive of performance metrics to evaluate the efficacy of each participating employee and the maximum number of eligible positions. The manual will be shared with the School Board upon completion.
3. The Program shall initially be in effect for twelve (12) months and will be reviewed quarterly by the Chief Human Capital Officer. The review will utilize qualitative and quantitative performance metrics data, inclusive of quality, communication, task completion, and employee feedback, to determine successes and areas of improvement to be addressed during the remaining months of the Program. The Program will be evaluated again at the conclusion of the twelve (12) months to determine if the Program was successful.
4. The Program shall begin on August 1, 2023 and conclude on July 31, 2024. Upon completion of the Program, an evaluation of the Program will be forwarded to the Board.

ADDED