

Ms. Maria Teresa Rojas, Chair

SUBJECT: DEVELOPMENT OF A FEASIBILITY STUDY REGARDING THE POSSIBILITY OF EXPANDING MATERNITY AND FAMILY LEAVE FOR FULL TIME MIAMI-DADE COUNTY PUBLIC SCHOOLS (M-DCPS) EMPLOYEES

COMMITTEE: PERSONNEL, STUDENT, SCHOOL, & COMMUNITY SUPPORT

LINK TO STRATEGIC PLAN: INFORMED, ENGAGED & EMPOWERED STAKEHOLDERS

Florida Governor Ron DeSantis and the Cabinet approved the expansion of maternity and family leave for Florida state employees on September 18, 2023. Eligible state employees can now receive paid maternity leave for up to seven (7) weeks and parental leave for two (2) weeks, which can be combined to provide nine (9) weeks of paid leave for mothers. At this meeting, the Governor and the Cabinet also approved rules to allow paid family leave insurance to be offered in the state, providing a mechanism for Florida employers to offer similar benefits through supplemental insurance benefits for their own employees.

Therefore, this item seeks to direct the Superintendent of Schools to develop a feasibility study regarding the possibility of providing paid maternity and family leave for full time Miami-Dade County Public Schools employees, including projected annual cost, procedures for implementation, number of weeks eligible for paid leave, years of employment service before employee may be eligible for this benefit, the option of offering comparable benefits through a supplemental insurance plan, and any other issues or information that will be valuable to the School Board in the event that the Board may want to pursue such benefit through the collective bargaining process.

This item has been reviewed and approved by the General Counsel's office as to form and legal sufficiency.

ACTION PROPOSED BY CHAIR

MS. MARIA TERESA ROJAS: That The School Board of Miami-Dade County, Florida, direct the Superintendent of Schools to develop a feasibility study regarding the possibility of providing paid maternity and family leave for full time Miami-Dade County Public Schools employees, including projected annual cost, procedures for implementation, number of weeks eligible for paid leave, years of employment service before employee may be eligible for this benefit, the option of offering comparable benefits through a supplemental insurance plan, and any other issues or information that will be valuable to the School Board in the event that the Board may want to pursue such benefit through the collective bargaining process, and provide a report to the Board by February 6, 2024.