

Dr. Steve Gallon III, Board Member

SUBJECT: EXPLORATION OF COMPENSATION FOR PART-TIME/HOURLY EMPLOYEES DURING MANDATED SCHOOL/DISTRICT CLOSURES

COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT

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

Hurricane Irma was one of the strongest and most devastating hurricanes since *Hurricane Dean* in 2007 in terms of maximum sustained winds and one of the strongest and most intense to strike the United States since *Hurricane Katrina* in 2005. More critically, it was the first major hurricane to make landfall in Florida since *Hurricane Wilma* in 2005. In fact, in the U.S., state of emergencies were declared in Florida, Georgia, and North and South Carolina. As Miami-Dade County and throughout the world would witness, Hurricane Irma would cause widespread and catastrophic damage throughout its lifetime, particularly in parts of the Caribbean and the Florida Keys.

The conspicuous, physical damage, in some instances, would pale in comparison to the personal, emotional, and financial toll that *Hurricane Irma* would impose because of a related loss of pay on hourly/part-time M-DCPS employees that would include but were not limited to custodians, bus drivers, teacher aides, and food service workers. This damage would be acutely felt by many of these hourly/part-time employees that face continued financial challenges, and would result in significant economic and personal hardships on individuals, children, and families across Miami-Dade County due to mandated school and district office closures. These hardships were significantly exacerbated among these hourly and part-time employees, many who were already facing hardships before the storm. These employees are forced to struggle with the exorbitant costs of living and working in Miami-Dade County---an area that has been deemed as one of the costliest in the country to reside.

M-DCPS adopts and implements policies governing the emergency closure of schools, critical incidence/emergency response, and related compensation guidelines for employees when mandated school closures are implemented. These policies and related guidelines should also contemplate and explore plans for the compensation of hourly/part-time.

This item requests a review and exploration of opportunities and/or plans to compensate hourly/part-time employees during the mandated closure of schools and/or district offices cause by a declaration of a state of emergency.

This item has been reviewed and approved by the School Board Attorney's office as to form and legal sufficiency.

**ACTION PROPOSED BY
DR. STEVE GALLON III:**

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

1. Review the legal, contractual, and policy guidelines for the compensation of hourly/part-time employees during a mandated closure of schools and/or district offices caused by a declaration of a state of emergency.
2. Explore the feasibility of providing compensation hourly/part-time employees during a mandated closure of schools and/or district offices caused by a declaration of a state of emergency.
3. Make any policy recommendations to the Board regarding a plan of action, where legally, contractually, and permissible pursuant to Board policy, to compensate hourly/part-time employees during a mandated closure of schools and/or district offices caused by a declaration of a state of emergency.
4. Provide an update to the Board no later than May 16, 2018.