

Ms. Maria Teresa Rojas, Board Member

**SUBJECT: SCHOOL BOARD APPROVAL TO AUTHORIZE THE SUPERINTENDENT OF SCHOOLS TO REVIEW AND PRESENT TO THE BOARD A PLAN TO PROVIDE PART-TIME HOURLY COMPENSATION DURING THE CURRENT STATE OF EMERGENCY**

**LINK TO STRATEGIC BLUEPRINT: EFFECTIVE AND SUSTAINABLE BUSINESS PRACTICES**

The School Board Attorney submitted a memorandum dated March 24, 2020, responding to a question posed by the Superintendent of Schools regarding whether he “has the legal authority to pay hourly employees who have consistently worked a substantial number of hours in the current fiscal year but have now lost the ability to be called in for work with the District and simultaneously the ability to reasonably find employment elsewhere.”

The School Board Attorney has provided a legal opinion regarding this matter citing Board Policy and State Statutes. At the same time, he has offered guidance by stating that “The School Board is not prohibited by law from adopting a policy and/or action item to provide this group of part-time hourly employees a contractual right to receive compensation during the state of emergency under these very limited circumstances moving forward. As long as the employee compensation is applicable to future pay period, the Board can provide for the compensation for hourly part-time employees during this state of emergency.” Therefore, this agenda item requests the approval of the School Board to authorize the Superintendent of Schools to review and present to the Board a plan to provide part-time hourly employees compensation during the current 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**

**MS. MARIA TERESA ROJAS:** That The School Board of Miami-Dade County, Florida, authorize the Superintendent of Schools to review and present to the Board a plan to provide part-time hourly employees compensation during the current state of emergency.