

MEMORANDUM

October 24, 2018

TO: All Employees

FROM: Alberto M. Carvalho, Superintendent of Schools 

SUBJECT: REFERENDUM #362

District staff continues to receive questions regarding employee participation in activities related to Referendum #362. As a result, clarification is provided below.

Employees can:

- Distribute educational and informational materials while on-duty. Such materials must be approved by the appropriate personnel.
- Give opinions and state positions orally if asked.
- Volunteer (when off-duty) in any capacity for any organization that advocates for or against Referendum question #362.

Employees cannot:

- Advocate a position for or against Referendum #362 through their District email and through District-paid websites, servers, flyers, or other District-paid publications or materials.
- Coerce or direct other employees to advocate for or against Referendum #362.
- Direct their subordinates to advocate a position on Referendum #362.

The upcoming November 6, 2018 ballot is very complicated. [Read Your Sample Ballot](#) provides a sample election ballot that may serve as a resource should you wish to study it and/or use it in your efforts to educate the public. In most instances, Referendum #362 is the last issue on the ballot. However, if you live in a city with local questions, Referendum #362 will be listed prior to any local questions.

Attached for your information are speaking points regarding Referendum #362, should you wish to use them within the context delineated above. Additional information may be found at secureourfuture.dadeschools.net.

Questions may be directed to Ms. Iraida R. Mendez-Cartaya, Associate Superintendent, Office of Intergovernmental Affairs, Grants Administration, and Community Engagement, at 305 995-2532, or Ms. Tabitha G. Fazzino, Chief Administrative and Compliance Officer, Office of the Superintendent, at 305 995-1206.

AMC:ajo
M440

Attachment

cc: School Board Attorney
Superintendent's Cabinet

Referendum #362 Talking Points

General Information

- On November 6th, Miami-Dade County voters will be asked to approve a referendum to generate revenue for additional safety and security and increased compensation for instructional personnel through a proposed levy on residential property.
- If approved, the proposed levy would raise \$232 million annually – an investment of about \$0.39 per day, or \$12 per month, by the typical homeowner.
- M-DCPS' current tax rate is the lowest in four decades, and it will remain so with this proposed levy.
- **88% of the revenue generated will be for compensation of instructional personnel, including teachers, paraprofessionals, school counselors, social workers, and curriculum support specialists. The supplemental compensation will contribute toward these employees' retirement.**
- **The remaining 12% of revenue will ensure permanent, complete police staffing at all schools.**
- A citizens' oversight advisory committee has been established to monitor the use of proceeds generated by the passage of the referendum to safeguard taxpayers' investment.

The Need to Recruit and Retain Talented Instructional Personnel

- Nationally, approximately 8% of teachers leave the profession annually.
- Compared to other regions, the South has a higher teacher turnover rate. States in other regions tend to offer higher pay, smaller class size and invest in education.
- States with low teacher salaries tend to have more teacher shortages.
- Teacher increases must be negotiated through collective bargaining.

Safety & Security Needs

- M-DCPS must meet a state mandate to assign a police officer at each school.
- 110 Miami-Dade Schools Police officers are currently assigned to school sites; approximately 220 more Miami-Dade Schools Police officers are needed.
- The District is currently partnering with local municipalities to provide an officer at all school sites, but municipalities cannot bear this cost indefinitely.

Achievements in M-DCPS

- Last year was one of the most successful years in this District's history.
- The District received its FIRST-EVER "A" rating.
- 98% of the schools in Miami-Dade earned a school performance grade of A, B, or C, exceeding the performance of the State and neighboring counties.
- For the second consecutive year, Miami-Dade has NO F-rated traditional schools.
- Nationally, M-DCPS 4th graders ranked #1 in Reading and #2 in Mathematics on the National Assessment of Educational Progress (NAEP), known as the Nation's Report Card.

Bottom Line

- Teachers are the fuel behind our success, and we must compensate them in a way that honors their work.
- **Passage of Referendum #362 will benefit all Miami-Dade County Public Schools employees as it will relieve the general revenue budget, thus providing available funding sources to address compensation for other employee groups.**