

Dr. Marta Pérez, Member

SUBJECT: REQUEST THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, DIRECT THE SUPERINTENDENT TO STUDY THE FEASIBILITY OF CREATING A PILOT PROGRAM THAT INCORPORATES BABY CARE (0 TO 3 YEARS) FOR EMPLOYEES OF THE SCHOOL DISTRICT AT SCHOOL SITES AND DISTRICT BUILDINGS

COMMITTEE: INSTRUCTIONAL EXCELLENCE AND COMMUNITY ENGAGEMENT

Research overwhelmingly supports a child's critical need for nurturing during the first three years of life in order to grow to his or her maximum potential. Many of our employees who have newborns must leave their child in the care of babysitters far from where they work, sometimes not allowing for the best possible scenario for the child and the parent.

Often, working parents who are teachers or other employees of the district are unable to return to work after a baby is born because of the inability or hardship of finding proper baby care.

Some employers, including some school districts, have addressed this need by placing innovative, child care facilities within work locations. For example, Hernando County opened a child care facility within an elementary school for its employees in the fall of 1998. They report improved staff attendance and moral.

Further, a fee based child care service at our under-enrolled schools may serve as an incentive to attract quality educators who have a small child to apply who may have otherwise considered the school to be too far away from home. Such programs may entice more teachers back from maternity leave and more willing to work in under-enrolled schools that are geographically away from their residences.

The impact of such a program can be looked at through a pilot program. A feasibility study that examines, but is not limited to, the following considerations may be of benefit to the district, its babies, and employees:

1. School sites and buildings that have available space and may be suitable for such a program.
2. Applicable building codes and regulations.
3. Essentials necessary to run such a program.

**ACTION PROPOSED BY
DR. MARTA PÉREZ:**

That The School Board of Miami-Dade County, Florida, direct the Superintendent to examine the feasibility of a pilot program that incorporates a fee-based baby care service for children 0-3 years at school sites and district buildings for district employees and to report the results by the May 10, 2006 Board Meeting.