

Ms. Perla Tabares Hantman, Chair

SUBJECT: DIRECT THE SUPERINTENDENT TO PROVIDE THE BOARD WITH A PLAN OF ACTION TO STAFF KEY SENIOR ADMINISTRATIVE POSITIONS VACATED WITHIN ONE TO THREE YEARS BY THOSE EMPLOYEES IN THE DEFERRED RETIREMENT OPTION PROGRAM (DROP)

At the School Board Meeting of October 20, 1999, Agenda Item E-16, the Board received the report *Impact of the Deferred Retirement Option Program (DROP)*. This report was prepared to provide the School Board and staff with a deeper understanding of the DROP and its future ramifications on Miami-Dade County Public Schools.

The recommendations of the report offered a plan for the preparation for a smooth transition in the operation of the school system, as hundreds of experienced managerial personnel leave the system under DROP. Some of these recommendations have already been addressed. A recent recommendation by the Superintendent of Schools, approved by the Board on April 12, 2000, provides managerial exempt personnel the opportunities to engage in doctoral studies in preparation for leadership positions.

Of particular concern to the District is the vacancy of key senior staff positions and the recruitment and preparation of personnel to fill those administrative positions. Therefore, it is requested that the Superintendent develop a plan of action to staff these key senior administrative positions vacated within one to three years with qualified and professionally trained personnel who will be able to assume the duties and responsibilities of the position at least six to twelve months prior to the departure of the incumbent.

**ACTION PROPOSED BY
MS. PERLA TABARES HANTMAN:**

That the Superintendent be directed to provide the Board, at its meeting of August 23, 2000, with a plan of action to staff key senior administrative positions vacated within one to three years by those employees in the Deferred Retirement Option Program (DROP).