

Merrett R. Stierheim, Superintendent of Schools

SUBJECT: REQUEST FOR AUTHORIZATION TO ENTER INTO A CONTRACTUAL AGREEMENT FOR THE POSITION OF INSPECTOR GENERAL, MIAMI-DADE COUNTY PUBLIC SCHOOLS

At its May 15, 2002 meeting, the School Board approved agenda Item Replacement A-2, authorizing the Superintendent to negotiate a Memorandum of Understanding with the Florida Department of Education (FDOE), Office of Inspector General, providing that it establish an office within Miami-Dade County Public Schools (M-DCPS).

The terms and conditions negotiated with the FDOE included, among various provisions, the selection process and scope of authority of the M-DCPS Inspector General. Pursuant to the negotiated agreement, the recommended candidate for the M-DCPS Inspector General position is to be selected from a list of candidates recommended by an M-DCPS Screening Committee appointed by the FDOE Inspector General and the Superintendent of Schools.

Conditions of the employment contract for the position of M-DCPS Inspector General, provide for an employment term beginning June 2, 2003 and ending June 30, 2005. The contract may be extended for an additional three-month period. The employment contract may be terminated by the School Board for just cause as enumerated in Florida Statute 1012.33 or applicable Florida law or upon thirty (30) days written notice. The contract also provides for the individual to be granted sick leave as provided to managerial exempt personnel, and 24 vacation days. The employee shall be entitled to membership in the Florida Retirement System pursuant to Florida Retirement System Rule 22B-1.004 and the position shall be designated as Senior Management Service Class effective June 1, 2003. A notice of intent has been published in *The Miami Daily Business Review* April 30 and May 7th, 2003, as required by Florida Statute.

Mr. Herbert Cousins, Jr. is recommended for appointment to the contracted position of Inspector General, Miami-Dade County Public Schools. Mr. Cousins comes to the District with over twenty years of comprehensive investigative and supervisory/management experience including twelve years of leadership in Federal law enforcement in virtually all aspects of the Federal Bureau of Investigations (FBI) operations. Additionally, Mr. Cousins was an Educator/Administrator with Omaha Public Schools, Omaha, Nebraska for eight years. Mr. Cousins received a Bachelor of Arts degree in Secondary Education, Spanish and Psychology from Doane College, Crete, Nebraska, in May 1974. In May 1978, he received a Master of Science Degree in Secondary Education Administration and

Supervision from the University of Nebraska, Omaha, Nebraska. A copy of Mr. Cousins' résumé has been provided to the Board under separate cover.

Mr. Cousins is recommended for employment effective June 2, 2003, or as soon thereafter as can be facilitated for the period through June 30, 2005, at an annual salary of \$140,000.

RECOMMENDED: That The School Board of Miami-Dade County, Florida:

1. Appoint **Mr. Herbert Cousins, Jr.** to the contracted position of Inspector General, Miami-Dade County Public Schools, Office of the Inspector General, effective June 2, 2003, or as soon thereafter as can be facilitated, at an annual salary of \$140,000 through June 30, 2005, and
2. Designate the position of Inspector General, Miami-Dade County Public Schools to the Senior Management Service Class of the Florida Retirement System, effective June 1, 2003.

MRS:mtp