

January 28, 2004

Merrett R. Stierheim, Superintendent of Schools

**SUBJECT: AUTHORIZATION FOR APPROVAL OF RELATED EXPENSES  
ASSOCIATED WITH THE SEARCH FOR SUPERINTENDENT OF  
SCHOOLS**

**COMMITTEE: BUSINESS AND FINANCIAL SERVICES**

This item seeks authorization for expenditures for all related expenses associated with the search for Superintendent of Schools, in an amount not to exceed the \$200,000 authorized to retain the search firm and conduct the search.

The School Board of Miami-Dade County, Florida, at its meeting held on November 19, 2003, authorized the Superintendent to issue a Request For Proposals (RFP), to engage the services of an executive search firm to conduct a national search for Superintendent at a cost not to exceed \$200,000. The Board also approved a Selection Committee to serve on the RFP screening committee and to make recommendations to the School Board associated with the selection of qualified candidates for the position of Superintendent of Schools.

The Selection Committee has determined the need to solicit input from former and current Superintendents of major urban school systems, from outside the Florida area, to provide assistance to the Committee. These individuals will be experienced in providing leadership to major urban educational systems, under different types of government structures. The Committee also expressed a need to meet with Superintendents from a traditional education background, as well as a business background, to share their views and expertise with the Committee and the search firm. Obviously, travel and expense money will be necessary for these individuals. The individuals providing input to the Committee will not be considered as candidates for the position of Superintendent of Schools.

The Committee requested that the public be invited to a forum to express their views on the qualifications for Superintendent to be held in the School Board Auditorium, on February 9, 2004, from 6:00 p.m. to 9:00 p.m., and that translation services be provided. To advise the public, the Committee recommended that public service announcements and advertisements in multiple languages be made. The various requests of the Committee are currently unfunded and not included in the Korn/Ferry agreement.

A negotiated agreement has been reached with Korn/Ferry International, the search firm awarded by the Board, on January 14, 2004, to conduct the national search. The award amount of \$101,000 for the search excluded candidate-related travel expenses.

Approval of this item will enable the requests of the Committee to be funded as appropriate. A report of all expenses associated with the search will be provided to the Board on a monthly basis.

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

1. Authorize expenditures for all expenses associated with the search for Superintendent of Schools, in an amount not to exceed \$200,000, as originally funded for the national search; and
2. Direct the Superintendent to provide a monthly report of expenses associated with the national search for the Superintendent of Schools.

MRS:bj