

Frank J Cobo, Member

**SUBJECT: CONDUCT A FEASIBILITY STUDY AND COST ANALYSIS OF  
MAINTAINING HIGH SCHOOL CAREER SPECIALISTS AS ELEVEN  
MONTH EMPLOYEES**

**COMMITTEE: BUSINESS AND FINANCIAL SERVICES**

The K-12 School Allocation Plan Review Task Force was developed out of the need to address the current school site personnel allocation system and its impact and implications for all district schools. This focus group was appointed to study the staffing needs of K-12 schools and make recommendations to the Superintendent to redirect funds to affect more equitable support for all K-12 schools.

The career specialist position(s) in senior high schools were the only twelve-month instructional school site staff positions. The task force recommended that all senior high schools be allocated equally and revised to a ten-month status. This proposal was recommended by the Superintendent as part of his budget recommendation and approved by the Board on July 23, 2003 by approving the ***K-12 School Allocation Plan***. In addition, two weeks of time from closing to opening of school was authorized for senior high schools.

Representatives from business and industry value this position as their link with educational programs. The school-to-career initiative places expectations on school staff to prepare students with skills needed for the workplace. Reducing these services may produce an increase in dropouts and hinder the education process.

**ACTION PROPOSED BY**

**MR. FRANK J. COBO:** That The School Board of Miami-Dade County, Florida, direct the Superintendent to conduct a feasibility study and cost analysis of maintaining high school career specialists as eleven month employees and report the finds to the Board at the April 14, 2004 Board meeting.