

Office of Human Resources  
Paul M. Cholak, Chief Personnel Officer

**SUBJECT: REQUEST AUTHORIZATION FOR THE SUPERINTENDENT TO ENTER INTO A CONTRACTUAL AGREEMENT WITH HOWARD S. TAMES TO PROVIDE PROFESSIONAL AND TECHNICAL CONSULTING IN THE AREA OF HUMAN RESOURCES, LABOR RELATIONS AND ASSIGNED SPECIAL PROJECTS**

**COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES**

Authorization is requested to enter into a contractual agreement with Mr. Howard S. Tames to provide professional and technical consulting services in the area of human resources, including but not limited to the areas of labor relations and collective bargaining, creation of a strategic districtwide recruitment program, and other special projects, as assigned by the Superintendent of Schools. The term of the contract will run from November 18, 2004 through June 30, 2005, with total professional fees to be in the amount of \$100,000. This professional fee would cover travel and other related expenses.

Mr. Howard S. Tames has most recently served in the position of Chief Personnel Officer for Miami-Dade County Public Schools since July, 2004. In performing this job, he has demonstrated excellent leadership skills and management expertise in the area of human resources and especially in regards to labor relations. The latter is critical in the efforts to negotiate labor agreements that establish workforce conditions that support the Superintendent's priorities for the District. Mr. Tames has acquired expertise related to MDCPS' organizational structure, policies and other District specific issues.

Prior to working with M-DCPS, Mr. Tames' career spans many years in the New York City Board of Education serving as Chief Executive – Labor Policy; Executive Director, Division of Human Resources; Executive Director – Division of Special Education; and Director, Office of Recruitment, Personnel Assessment & Licensing. He has served as a consultant to the New York City Board of Education Community School District Superintendent, the Public Advocate for the City of New York, and the Executive Director of the James B. Hunt, Jr. Institute for Educational Leadership and Policy.

The Professional Services Contract committee reviewed the contractual agreement on October 27, 2004, and recommended an exception to School Board Rule 6Gx13- 3F-1.021, Professional Services Contracts, regarding bids or Requests For Proposals to be granted as otherwise determined by the committee based on Mr. Tames' expertise and experience with M-DCPS specific systems, structure and issues, as described above.

The appropriation for the item is included in the Discretionary Fund of the 2004-2005 Adopted Budget under Fund 0100, Object 5310, Location 9311, Program 7880, Function 7730.

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

1. authorize the Superintendent of Schools to enter into an agreement with Mr. Howard S. Tames, to provide professional and technical consulting services for human resources, collective bargaining, and other related projects, as assigned by the Superintendent of Schools, effective November 18, 2004, through June 30, 2005, with consulting fees to be in the amount of \$100,000. This professional fee would cover travel and other related expenses; and
2. grant an exception to School Board Rule 6Gx13- 3F-1.021.

The appropriation for this item is included in the Discretionary Fund of the 2004-2005 Adopted Budget.

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