

Ms. Perla Tabares Hantman, Board Member

**SUBJECT:                   TIMELY       NOTIFICATION       OF       PERSONNEL  
RECOMMENDATIONS**

**COMMITTEE:               INNOVATION, EFFICIENCY & GOVERNMENTAL  
RELATIONS COMMITTEE**

**LINK TO  
STRATEGIC PLAN:   GENERAL OPERATIONS**

The School Board pursuant to Florida law must act upon the Superintendent's recommendations on personnel matters. Routinely, this is accomplished by agenda items brought to the School Board at regularly scheduled School Board meetings for Board approval. Such agenda items are brought to the Board as one page agenda items which require the Board to approve personnel changes that are part of voluminous documents, commonly referred to as the "Green Books".

At the June 13, 2007 School Board meeting this item was delineated as D-25, "APPOINTMENTS OF PERSONNEL FOR 2007 – 2008".

In order for the Board to satisfy its legal duty to act deliberately upon the recommendations set forth in these documents, a better system of providing the individual recommendations to the Board members needs to be devised. Minimally, as it pertains to the Superintendent's recommendations for annual reappointment of personnel, the Board should be provided with the names of those employees being recommended for non-reappointment and provisional reappointment.

This agenda item requests that the Superintendent devise a better method for timely informing the Board as to his specific personnel recommendations for the agenda items set forth above. Further, this agenda item requests that the Superintendent provide the Board with his recommendations for those employees who are being recommended for non- reappointment or conditional reappointment and the basis for the recommendations no later than the May School Board meeting for each year.

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

That The School Board of Miami-Dade County, Florida direct the Superintendent to:

- a) devise a better method for timely informing the Board as to his specific personnel recommendations for the agenda items set forth above;
- b) provide the Board with his recommendations for those employees who are being recommended for non-reappointment or conditional reappointment and the basis for the recommendations no later than the May School Board meeting for each year.