

Dr. Marta Pérez, Board Member

**SUBJECT:               EFFICIENCY AND COMPETITION COMMITTEE**

**COMMITTEE:       INSTRUCTIONAL   EXCELLENCE    AND   COMMUNITY  
                          ENGAGEMENT**

**LINK TO DISTRICT  
STRATEGIC PLAN:       IMPROVE FINANCIAL HEALTH OF THE DISTRICT**

In March 2002, Miami-Dade County Public Schools approved Item A-1, attached, which established and outlined the composition and objectives of the Efficiency and Competition Committee. Briefly, the structure established included:

- A description of the 21 members of the standing advisory committee;
- A description of the responsibilities of the committees as follows:
  1. assessing the cost effectiveness of services district-wide;
  2. establishing priority areas in need of improvement;
  3. guiding staff in conducting efficiency analyses;
  4. formulating long and short-term cost effectiveness recommendations;
  5. implementing and overseeing cost reduction initiatives that reward employees for ingenuity and productivity;
  6. establishing quality and productivity standards and measures; and
  7. reporting to the Board periodically.

At a later time the Efficiency and Competition Committee was sunset at the recommendation of the Board-established Efficiency Advisory Committee. However, we now find that our district again needs more involvement from business and community stakeholders who are willing to look with fresh eyes at how to more efficiently conduct business. We find that if we are going to attract qualified teachers, we must look at every possible avenue to increase their pay.

The Efficiency and Competition Committee should be reconvened, based on its original format, to provide the School Board with recommendations for cost-saving measures, assessing cost effectiveness of district-wide services, and recommend practices that increase efficiencies. The committee's main goal will be to find efficiencies that will then be earmarked for teachers' salaries.

**H-13**

**ACTION PROPOSED BY  
DR. MARTA PÉREZ:**

That The School Board of Miami-Dade County, Florida direct the Superintendent to re-establish the Efficiency and Competition Committee, based on the one established in March 2002, with the primary goal of recommending cost saving efficiencies which will be used towards teachers' salaries and salary increases.

Merrett R. Stierheim, Superintendent of Schools

**SUBJECT: ESTABLISH AN EFFICIENCY AND COMPETITION COMMITTEE**

At its December 12, 2001 meeting, the School Board directed the Superintendent to review the structure of Miami-Dade County's Efficiency and Competition Commission (ECC) and return to the Board with a recommendation for establishing a similar committee at the District. After having researched the issue, the following structure is recommended:

- 1) The 21-member Efficiency and Competition Committee (ECC) would be a standing advisory committee reporting directly to the Board. It would consist of:
  - a. The Chair of the School Board, or her/his designee, and one other designee;
  - b. the Vice Chair and seven remaining School Board members or their designees;
  - c. two members appointed by the Superintendent of Schools;
  - d. a representative from the PTA/PTSA;
  - e. a representative from each of the District's five bargaining units;
  - f. a representative from the District's two professional associations; and,
  - g. a student representative.

Revised

Appointments shall be for one year effective January 1<sup>st</sup> following the annual reorganization meeting of the Board. Members may be reappointed annually.

- 2) The ECC will assist the District with the following:
  - a. assessing the cost effectiveness of services district-wide;
  - b. establishing priority areas in particular need of analysis and improvement;
  - c. guiding staff in conducting efficiency analyses;
  - d. formulating specific recommendations on changes to district operations to increase efficiency and improve long- and short-term cost effectiveness; and
  - e. monitoring the execution of changes to ensure that intended objectives are achieved.
- 3) The ECC would also be charged with implementing and overseeing cost reduction initiatives that reward employees for their ingenuity and productiveness.
- 4) Quality and productivity standards and measures would be put in place to gauge how well the District's resources are being used, with regular reports to the Board. Where applicable, this would be incorporated into the district's existing infrastructure and procedures.

**REVISED  
REPLACEMENT 2  
A-1**

The Chair of The School Board shall appoint a School Board member to chair the committee. The committee would first meet in May and begin to organize itself, set its schedule and determine its operational needs. The committee's work would be supported by existing staff, within the existing budget.

Following approval of this item, the Board will receive a memorandum with details on the criteria and process for appointing committee members, along with other pertinent information.

**RECOMMENDED:**

That The School Board of Miami-Dade County, Florida, establish an Efficiency and Competition Committee according to the guidelines enumerated above and authorize the Chair of the Miami-Dade County School Board to appoint a School Board Member as the chair of the committee.