

Hence, it is important for the Board to develop a plan of action and/or potential procedures for the two positions, the School Board Attorney and the Superintendent of Schools, that report directly to the School Board in the event of their departure from the school district. The Board may also wish to review the current procedures for the selection of the other two positions that report to the Board, Chief Auditor and the Inspector General as outlined in Board policy.

Therefore, this agenda item seeks for the School Board to schedule a workshop by May 1, 2020, to discuss succession management, current Board policies and the potential development of procedures for the selection of those employees who report to the Board. It also requests that the School Board Attorney and appropriate staff, as identified by the Superintendent of Schools, provide a presentation at the workshop on current and past selection practices, as well as current government standards, and cost estimates related to possible search scenarios for consideration. And it requests that the Chief Auditor, in consultation with the Audit and Budget Advisory Committee, review Board Policy 6840 and that the Inspector General review Board Policy 0157 and present their recommendations, if any, at the Board workshop. Finally, it requests that the School Board Attorney present at the Board workshop any legal issues or concerns that the Board needs to be aware of related to current Board policies and/or procedures which may be developed to ensure compliance with Florida Statute 1001.50; and based on the consensus of the Board as a result of the workshop, ascertain if the Board wishes to have additional workshops or determine if recommendations for next steps may be brought back to the Board for consideration.

This item has been reviewed and approved by the School Board Attorney's office as to form and legal sufficiency.

**ACTION PROPOSED BY
MS. MARIA TERESA ROJAS:**

That The School Board of Miami-Dade County, Florida,

1. schedule a workshop by May 1, 2020, to discuss succession management, current Board policies, and the potential development of procedures for the selection of those employees who report to the Board;
2. request that the School Board Attorney and appropriate staff, as identified by the Superintendent of Schools, provide a presentation at the workshop on current and past selection practices, as well as current government agencies standards, and cost estimates related to possible search scenarios for consideration;
3. request that the Chief Auditor, in consultation with the Audit and Budget Advisory Committee, review Board Policy 6840 and that the Inspector General review Board Policy 0157 and present their recommendations, if any, at the Board workshop;
4. request that the School Board Attorney present at the Board workshop any legal issues or concerns that the Board needs to be aware of related to current Board policies and/or procedures which may be developed, to ensure compliance with Florida Statute 1001.50; and
5. based on the consensus of the Board as a result of the workshop, ascertain if the Board wishes to have additional workshops or determine if recommendations for next steps may be brought back to the Board for consideration.