

Merrett R. Stierheim, Superintendent of Schools

SUBJECT: SUPERINTENDENT'S REORGANIZATION AND RESTRUCTURING OF OFFICES WITHIN THE SCHOOL DISTRICT

The School Board of Miami-Dade County, Florida will be requested to approve the Superintendent's reorganization and restructuring of selected offices within the school district. By statute, it is within the Superintendent's authority to structure a reorganization involving personnel and offices within the district and then to submit this reorganization and restructuring to the Board. This reorganization and restructuring will do the following:

- Delete selected administrative positions
- Establish and classify new administrative positions
- Change titles
- Approve lateral transfers, administrative personnel
- Appoint and assign administrative personnel

The criteria and objectives of the reorganization are as follows:

1. Our Management Structure will be focused on education as the primary mission of the District.
2. The structure will substantially reduce the number of direct reports to the Superintendent.
3. The structure will be designed to substantially improve management oversight and accountability for the efficient and effective operation of the District's business functions in support of the District's prime objective.
4. A goal of the reorganization is to consolidate (amalgamate) functions.

The purpose in developing and recommending the reorganization and restructuring is to implement an organizational model that better designates functions, streamlines the administrative organization of the district and produces both short and long term cost savings to the district. This effort represents one phase of a multiphase plan. Earlier phases included the implementation of a hiring freeze and other districtwide cost saving measures including the elimination of administrative excesses. Recommendations for subsequent phases will be based on the outcome of educational surveys, OPPAGA recommendations, fiscal implications, managerial studies by department directors and competitive selection of selected critical district positions.

Details of this agenda item will be made available as early as possible. I hope to provide you by Friday with an organization chart that will show the realignment of primary functions. The finalized agenda item will be provided prior to the Board meeting on February 13th. This later distribution date will enable me to finalize the reorganization and restructuring and speak with affected employees.