

Ms. Perla Tabares Hantman, Member

SUBJECT: THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA DIRECT THE SUPERINTENDENT AND BOARD ATTORNEY TO PROVIDE RECOMMENDED REVISIONS TO SCHOOL BOARD RULE 6GX13- 4D-1.022, MANUAL OF PROCEDURES FOR MANAGERIAL EXEMPT PERSONNEL (MEP) AND ADMINISTRATOR CONTRACTS

COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES

Managerial exempt personnel (MEP) execute annual contracts of employment with the School Board. These positions are also governed by provisions in the MEP Manual.

The policy of this Board is to ensure that the rights of managerial employees are protected while at the same time ensuring that the Board has the right to enforce provisions in the contracts, including non-renewal, non-reappointment, reassignments and in appropriate instances, cancellation of contract, and termination of employment. Additionally, the Florida Legislature adopted a new Florida Education Code which in most part became effective January 2003. Therefore, the Superintendent and Board Attorney also should review the MEP for consistency with the recently enacted Education Code.

This item requests that the Superintendent and Board Attorney review provisions in the MEP and the MEP administrators' contracts and recommend revisions to ensure that employee and management rights are protected, that both documents are consistent with the Florida Education Code, and afford the Superintendent authority to carry out his responsibilities in managing the District and to make recommendations for appointments, reassignments, non-renewals, non-reappointments, cancellations of contracts, and termination of employment. This item also requests that the MEP be revised with language that addresses whether or not the Superintendent of Schools is a managerial exempt employee subject to the provisions of the MEP.

**ACTION PROPOSED BY
PERLA TABARES HANTMAN:**

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

- 1) Review the MEP Manual and MEP contracts for consistency with the Florida Education Code and with matters concerning appointments, non-renewals, non-reappointments, reassignments and cancellations of contract and termination of employment;
- 2) Provide recommended revisions to School Board Rule 6G x13- 4D-1.022, Manual of Procedures for Managerial Exempt Personnel (MEP) and the MEP contracts to allow the Superintendent the authority to make recommendations for appointments, reassignments, non-renewals, non-reappointments, cancellations of contracts and terminations of employment; and
- 3) Amend the MEP with language that addresses whether or not the Superintendent of Schools is a managerial exempt employee, subject to the provisions of the MEP.