

Frank J. Bolaños, Member

**SUBJECT: IMPROVING TIMELY NOTIFICATION &  
FULL DISCLOSURE OF FUTURE REORGANIZATIONS**

**COMMITTEE: LEGISLATIVE RELATIONS, PERSONNEL SERVICES AND  
POLICY DEVELOPMENT**

To adequately fulfill its responsibilities and act judiciously on the Superintendent's recommendation, the School Board must receive information in a timely fashion with full, detailed disclosure of all pertinent facts.

Per Florida Statutes 1001.42 and 1012.22, the School Board has the responsibility to provide for the execution of plans for the establishment, organization, and operation of the district and provide for the appointment, promotion, suspension, and dismissal of employees. In other words, the Superintendent recommends and the Board decides.

The board and the Superintendent must have the benefit of a full and frank discussion as to the rationale, objectives and implications of any major personnel reorganization. The timely distribution and full disclosure of this information will also facilitate and encourage community input prior to adopting such actions. The information provided to the Board and community will *not* include the names of any employees.

The Board Attorney is directed to draft appropriate language promulgating and amending appropriate Board rules requiring the following information to be communicated in writing to the Board and made available to the community as part of any future reorganization message:

1. How the reorganization meets or enhances the school district's strategic plan
2. Detailed explanation of the objectives and desired outcomes for reorganization
3. Detailed explanation of how the proposed will produce the desired outcomes
4. Accurate and detailed documentation of the cost/savings impact

Additionally, the amended and promulgated board rules should follow the established rules and procedures for all board items:

1. The item must be presented and discussed at the appropriate school board committee(s)
2. Full board item and supplemental information must be distributed to the Board no later than the Friday before the Board meeting at which it is to be approved.

**ACTION PROPOSED BY  
FRANK J. BOLAÑOS:**

That the Board Attorney be directed to draft appropriate language by the July School Board meeting promulgating and amending appropriate Board rules requiring the following of future recommendations by the Superintendent for any district re-organizations of personnel and offices:

1. Detailed explanation of how the reorganization meets or enhances the school district's strategic plan
2. Detailed explanation of the objectives and desired outcomes for reorganization
3. Detailed explanation of how the proposed will produce the desired outcomes
4. Accurate and detailed documentation of the cost/savings impact
5. The item must be presented and discussed at the appropriate school board committee(s)
6. Full board item and supplemental information must be distributed to the Board no later than the Friday before the Board meeting at which it is to be approved.