

Frank J. Bolaños, Member

SUBJECT: ANTI-NEPOTISM RULE

**COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND
PERSONNEL SERVICES**

On August 7, 2003, the Miami-Dade County Grand Jury filed its final report, *School Board of Miami-Dade County Public Schools: Issues, Policies and Procedures*, within which it made clear recommendations concerning Nepotism and Hiring Practices.

In that report, the Grand Jury specifically recommends a policy precluding a supervisor or administrator from exercising direct supervision over any relative, including conducting or approving evaluations and authorizing salaries.

However well intentioned, the amendment of Board Rule **6Gx13-4A-1.18**, Assignment-Members of Same Family made on August 20, 2003 falls short of the Grand Jury's specific recommendations. As amended it only restricts the authorization of employment, yet still allows for direct supervision and other activities such as payroll authorization or job performance evaluations.

A more profound step towards ridding our school system of practices that facilitate nepotism would be to prohibit the direct supervision of a close relative.

This change in policy more closely follows the recommendation of the Grand Jury and is a sound management practice that will enhance the performance and efficiency of our school system's administration. The administration will be allowed a prudent period of time to implement this policy change.

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

That The School Board of Miami-Dade County, Florida direct the Superintendent to draft an amendment to Board Rule **6Gx13-4A-1.18**, Assignment- Members of Same Family, banning the direct supervision of close relatives in accordance with the recommendation of the Miami-Dade County Grand Jury filed on August 7, 2003.