

Rudolph F. Crew, Ed. D., Superintendent of Schools

SUBJECT: REQUEST FOR APPROVAL OF A REDUCTION-IN-FORCE/LAYOFF OF SELECTED POSITIONS

- 1. APPROVE REDUCTION-IN-FORCE/LAYOFF FOR COLLECTIVE BARGAINING UNITS AND EMPLOYEE ORGANIZATIONS AS DESCRIBED HEREIN**
- 2. DELETE MANAGERIAL EXEMPT POSITION**
- 3. AUTHORIZE THE SUPERINTENDENT TO IMPLEMENT A SEPARATION PLAN TO ALL IMPACTED EMPLOYEES (WHICH INCLUDES OUTPLACEMENT ASSISTANCE)**
- 4. AUTHORIZE THE SUPERINTENDENT TO PROVIDE TERMINAL PAY (FOR ACCRUED SICK LEAVE) TO ALL IMPACTED EMPLOYEES**
- 5. AUTHORIZE THE SUPERINTENDENT TO MAKE MINOR PERSONNEL ADJUSTMENTS, IF NECESSARY, AND REPORT IN WRITING TO THE BOARD**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

LINK TO DISTRICT STRATEGIC PLAN: REFORM BUSINESS PRACTICES TO ENSURE EFFICIENCY AND EFFECTIVENESS

On June 18, 2008, and June 25, 2008, the School Board approved Agenda Items A-3 and SP-2, respectively, to help address the 2008-09 budget shortfall by eliminating general fund positions. To continue addressing this budget shortfall, authorization of the School Board is requested to approve the following Reduction-in-Force/Layoff of Selected Positions.

Reduction-in-Force/Layoff

The Reduction-in-Force/Layoff in this Agenda Item is comprised of positions in the Department of Police and District Security and the Department of School Operations.

Under this proposed Agenda Item, the Miami-Dade Schools Police Department (M-DSPD) will move to a hybrid model of School-Based Policing, Investigations, Administration, and Communications/Patrol Services, divided into four operational areas. The plan includes staffing senior high schools with School Resource Officers (SROs), while maintaining a contingency of officers in each area to provide support and SRO services to the remaining school and District sites. The afternoon, midnight and weekend Patrol Services will continue throughout the District. Every effort will be made to ensure a seamless transition for the 2008-09 school year, with the least amount of interruptions of police services to the District.

As part of this Reduction-in-Force, the position of Assistant Superintendent, School Operations is being recommended for deletion. Deleting the position of Assistant Superintendent, School Operations will further reduce the central office overhead of the Department of School Operations.

All of these aforementioned position reductions are deemed necessary to ameliorate the impact of budgetary reductions. The total number of position reductions within this Board Agenda Item is 20, resulting in a total savings of approximately \$1.5 million to the general fund. The number of position reductions by employee group/bargaining unit is displayed below:

Dade County School Administrators' Association - 1 position
Fraternal Order of Police – 17 positions
Managerial Exempt Personnel – 1 position
United Teachers of Dade – 1 position

To date, none of the incumbents in the aforementioned positions have been terminated.

Separation Plan and Outplacement Assistance

The employees affected by these reductions will be treated with dignity, respect, and appreciation of their contributions to the District. The Office of Human Resources, Recruiting, and Performance Management, with assistance from Labor Relations, will review the current title and credentials of each impacted employee to determine their eligibility to seek re-employment in vacancies for which they qualify, within the school system. Additionally, a separation plan has been developed to provide an array of services, including outplacement assistance. Each employee will be directly notified of these services and provided with an individual assistance plan. The separation plan will also address any individual issues affecting impacted employees.

Terminal Pay (Sick Leave), Annual Leave (Vacation Leave), and Employee Benefits

Upon termination, all individuals will be compensated for their accrued annual leave (vacation leave) in accordance with School Board Rule 6Gx13- 4E-1.18. Although not mandated by collective bargaining agreements or School Board Rule, the Superintendent is requesting authorization to provide terminal pay (accrued sick leave) to all employees who are terminated as part of the Reduction-in-Force/Layoff.

Employee benefits which include healthcare for employees and covered dependents, flexible benefits and life insurance will be provided in accordance with the provisions of the pertinent collective bargaining agreements and according to Federal and State laws, including COBRA continuation of benefits.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, effective July 31, 2008, or as soon thereafter as can be facilitated, do the following:

1. Approve a Reduction-in-Force/Layoff for collective bargaining units and employee organizations as described herein
2. Delete the following Managerial Exempt (MEP) position:
 - a. Assistant Superintendent, School Operations, MEP pay grade 25
3. Authorize the Superintendent to implement a separation plan to all impacted employees (which includes outplacement assistance)
4. Authorize the Superintendent to provide terminal pay (for accrued sick leave) to all impacted employees
5. Authorize the Superintendent to make minor personnel adjustments, if necessary, and report in writing to the Board