

Mr. Renier Diaz de la Portilla, Board Member

**SUBJECT: TERMINATION OF CONTRACT OF
SUPERINTENDENT RUDOLPH CREW**

COMMITTEE: SCHOOL SUPPORT AND ACCOUNTABILITY

**LINK TO DISTRICT
STRATEGIC PLAN: IMPROVE TRANSPARENCY OF DECISION-
MAKING THROUGHOUT THE SCHOOL DISTRICT**

Due to gross negligence, incompetence, and insubordination, as demonstrated by the following:

Gross Negligence:

June 6, 2007: Miami-Dade County State Attorney's Office Final Grand Jury Report on Northwestern rape case showing what, in my opinion, are repeated acts of gross negligence.

Incompetence:

May 16, 2008: The school board was informed of the raiding of district reserve fund to balance MDCPS budget for a second consecutive year (FY2006, FY2007), jeopardizing the school district's bond rating. This, in my opinion, constitutes willful neglect of duty and incompetence.

May 16, 2008: The superintendent revealed the loss of funding (\$22 million this year) for our neediest students by the misclassification in the Exceptional Student Education program for the past 4 years, the inability to serve our neediest students with the best possible education, and repeated neglect to solve the problem in four years is unacceptable and, in my opinion, constitutes incompetence and gross negligence

March 28, 2008: State of Florida Auditor General's Report for Fiscal Year End 2007 showed what, in my opinion, are acts of repeated incompetence and gross negligence. The report showed undocumented overtime pay to MDCPS employees in excess of \$27 million as revealed by state audit with no oversight or reasoning behind the payments. Also, the repeated registering of deceased students in adult or vocational education courses, and no monitoring processes to solve the problem.

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Insubordination:

June 9, 2008: Refusal to implement board member items approved by the board, and to attend and or send staff to Board Member Budget Conference/Workshop in June. Also, several board-approved policy initiatives have been stonewalled, delayed and or simply ignored by staff, the superintendent's office, and or the superintendent himself. This, in my opinion, constitutes willful neglect of duty. Some examples:

1. Implementation of an Etiquette and Deportment program and development of the subject as a graded area in the student's report card.
2. Implementation of the four day work week as a pilot program for the 2007-2008 summer school term.
3. Adequate enforcement of existing nepotism School Board rules requiring disclosure of all nepotistic direct-reporting employment relationships.
4. Expansion of Kidcare marketing campaign to expand enrollment in health insurance plan.

Willful neglect of duty:

January 3, 2006: The school board filed complaint against the superintendent to provide public information as requested. The refusal of the superintendent to provide the public information, in my opinion, constitutes willful neglect of duty and insubordination. The initial complaint was filed by Board Member Marta Perez, and the entire School Board of Miami-Dade County, Florida later joined in the complaint.

June 27, 2008: Miami Herald reporter Kathleen McGrory reported that, an internal school district analysis which concluded that year one of the Superintendent's School Improvement Zone had been ineffective was never released to the public or forwarded to the school board. This, in my opinion, constitutes willful neglect of duty.

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ACTION PROPOSED BY

MR. RENIER DIAZ DE LA PORTILLA: The School Board of Miami-Dade County, Florida, terminates the contract of Superintendent Rudolph Crew for cause.