

Mr. Renier Diaz de la Portilla, Board Member

**SUBJECT: INSUBORDINATION OF SUPERINTENDENT
 RUDOLPH CREW**

COMMITTEE: SCHOOL SUPPORT AND ACCOUNTABILITY

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

At the August 4, 2008 School Board Meeting, The School Board of Miami-Dade County, Florida was informed by the School Board Attorney's Office that Superintendent Rudolph Crew must be given formal notification of insubordination regarding failure to comply with directives from the School Board to implement board approved items. Therefore, this item provides formal notification and an opportunity for Superintendent Rudolph Crew to address the issues of insubordination to the Miami-Dade School Board. This Board item is intended as a broad and open-ended discussion on the administration's apparent non-compliance with state law in failing to implement Board-approved initiatives, with the items cited here only serving as prior notice to the administration. We welcome other Board Members' input as items that were sponsored may have been unintentionally omitted from this discussion

The following are instances of insubordination, in which the superintendent has refused to implement board approved initiatives:

As recently as August 20, 2008, the superintendent insubordinately in his memo to the School Board of Miami-Dade County, Florida indicated that neither he nor his staff will attend a mandatory publicly noticed legal committee meeting of the Innovation, Efficiency, and Governmental Relations committee that was called into session with adequate public notice by the Chairperson of the committee within the purview of board rule 6GX13-8C-1.23 and Florida state statutes.

At the School Board meeting of June 14, 2006, the superintendent was directed by The School Board of Miami-Dade County, Florida to review of existing policies and procedures for the selection and acquisition of school library books and recommend any necessary changes to the process prior to the 2006-07 school year.

October 17, 2007, the implementation of incorporation of regional and individual school district analysis into the yearly analysis of FCAT results as directed by the School Board. As per the Board item, the superintendent must provide a yearly

analysis for the FCAT results of each part of the test per School Board district for each year. The superintendent has failed to produce the yearly analysis of the FCAT results per School Board district for the 2007-08 school year.

At the School Board meeting of February 14, 2007, the implementation of an Etiquette and Deportment program and development of the subject as a graded area in the students' report card was approved.

At the School Board meeting of June 18, 2008, implementation of the four day work week as a pilot program for the 2007-2008 summer school term was approved.

At the School Board meeting of January 14, 2004, adequate enforcement of existing nepotism school board rule, 6Gx13-4A-1.18, requiring disclosure of all nepotistic direct-reporting employment relationships was approved.

At the School Board meeting of April 18, 2007, expansion of Florida Kidcare enrollment through the use of the district's marketing tools, and the reporting to the School Board of the progress of the marketing campaign to improve enrollment in Kidcare.

Furthermore, any other board approved item that any Board Member chooses to introduce at the September 10, 2008 School Board Meeting.

**ACTION PROPOSED BY
MR. RENIER DIAZ DE LA PORTILLA:**

- 1) The School Board of Miami-Dade County, Florida, directs the superintendent into immediate compliance by the October 15, 2008 School Board Meeting of the neglected board approved items mentioned above and any other items introduced by Board Members in the course of the September 10, 2008 School Board Meeting.
- 2) If non-compliance is determined at the September 10, 2008 School Board meeting, that The School Board of Miami-Dade County, Florida formally censure Superintendent Rudolph Crew for insubordination.
- 3) Any failure to comply with this board item will be considered an act of insubordination by the School Board of Miami-Dade County, Florida, and will be subject to grounds of termination with cause as per the Superintendent's contract.