

Dr. Lawrence S. Feldman, Board Member

**SUBJECT: THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA REQUEST THAT THE SUPERINTENDENT AND THE SCHOOL BOARD ATTORNEY CONDUCT A REVIEW OF THE PERSONNEL INVESTIGATIVE MODEL AND RECOMMEND ANY NECESSARY CHANGES THERETO**

**COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY**

**LINK TO DISTRICT STRATEGIC PLAN: IMPLEMENT ACCOUNTABILITY SYSTEMS TO IMPROVE ORGANIZATIONAL EFFECTIVENESS**

According to the *Personnel Investigative Model ("PIM") User's Guide*, the PIM was developed to ensure that personnel investigations of district personnel were conducted with "objectivity, fairness and with a full appreciation of our employee's rights, while at the same time maintaining the legal integrity of the investigative process." The School Board adopted the PIM upon its approval of Agenda Item A-4 at its November 17, 2004 meeting. In addition to adopting the PIM, Item A-4 also brought about the creation of the Civilian Investigative Unit ("CIU"), an essential component in the implementation of the PIM process.

In its attempt to fulfill its goals of providing a fair, efficient, and expeditious investigative framework, PIM contains very rigorous timelines that must be met by those responsible for conducting the personnel investigations. To accomplish this it requires each component of the investigation to support the others, thus providing the most accurate and comprehensive platform required to both protect the employee's rights and due process, as well as ensure that the district is receiving the most comprehensive, thorough, and accurate report. In addition to the District's other budgetary concerns, it appears that the district must plan to expend substantial funds in order to meet the requirements of PIM.

Further, several recent cases, in which the school board had to revisit and modify its earlier disciplinary actions, present opportunities for review of process by all departments involved in the PIM implementation. These cases also suggest that the PIM may need to be updated in order to confront the new fiscal reality and need to avoid overlapping or duplication of efforts. Hence, it may be time to find

possible solutions or alternatives, such as having less serious complaints completed through an administrative review process, rather than through a CIU investigation. In light of the foregoing, this item is presented for the Board's consideration to request that the Superintendent with the assistance of the School Board Attorney, review the PIM and recommend necessary modifications, if any.

**ACTION PROPOSED  
BY DR. LAWRENCE S. FELDMAN:**

That The School Board of Miami-Dade County, Florida request that the Superintendent and the School Board Attorney conduct a review of the Personnel Investigative Model and recommend any necessary changes thereto.