

Vera A. Hirsh, Assistant Superintendent
Human Resources, Recruiting and Performance Management

SUBJECT: AUTHORIZATION TO APPROVE ESTABLISHING A PROTOCOL FOR FUTURE COST SAVING INITIATIVES IMPACTING EMPLOYEES UNDER THE AUTHORITY OF THE SCHOOL BOARD

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

LINK TO DISTRICT STRATEGIC PLAN: GENERAL OPERATIONS

At the October 14, 2009, meeting the Board approved Agenda Item H-3, proffered by Ms. Perla Tabares Hantman, Vice-Chair, directing the Superintendent to develop a protocol to ensure that in the future, District cost savings initiatives or mandates impacting employees, be presented to the School Board in order for the Board to determine whether participation by employees who report directly to the Board, or are otherwise under Board authority, should be included. Additionally, the Superintendent was directed to present a report to the School Board at its December 9, 2009 Board meeting on the cost savings to the District associated with the voluntary participation of its employees in this reduced work year initiative.

In the future, the Superintendent of Schools will notify the School Board Chair, in writing, of any District cost savings initiatives or mandates impacting employees, in order for the Board to determine whether participation by employees who report directly to the Board, or are otherwise under Board authority, should be included.

There is a cost savings of \$93,600, including fringes, with the voluntary participation of the employees under the authority of the School Board in the 250-day work year initiative.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the recommended protocol for future cost saving initiatives impacting employees under the authority of the School Board.