

**SUBJECT: AUTHORIZATION FOR THE SUPERINTENDENT TO ENTER INTO A RETIREMENT INCENTIVE AGREEMENT WITH THE DEPUTY SUPERINTENDENT OF SCHOOLS**

Authorization of the Board is requested to enter into a Retirement Incentive Agreement with Dr. Henry C. Fraind, Deputy Superintendent of Schools. This agreement provides for the following benefits effective January 1, 2002:

- Health and Flexible Benefits equaling the board's total monthly contribution for its active employees, plus an equal amount for eligible dependents, if any, to be utilized by the employee at the time the employee terminates employment with Miami-Dade County Public Schools for a period of seven years.
- Life Insurance two times the employee's salary as of October 24, 2001 for seven years.
- Payment of accrued sick leave January, 2002, based on the employee's salary at the end of the 1996-97 school year.

Dr. Fraind further agrees to terminate all employment with Miami-Dade County Public Schools effective December 31, 2001. This termination is irrevocable upon approval by the School Board, with no expectation of future employment with Miami-Dade County Public Schools.

Copies of the Retirement Incentive Agreement will be placed on file in the School Board Office, the Office of the School Board Recording Secretary, and in the Citizen Information Center.

This item does not appear in the published agenda. The good cause to vary from the agenda is the need to resolve the employment status of Dr. Fraind and to ensure that his separation from employment is irrevocable as of the date of this Board meeting.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, authorize the Superintendent to enter into a Retirement Incentive Agreement with Dr. Henry C. Fraind, Deputy Superintendent of Schools, effective October 24, 2001.