

Office of Human Resources  
Howard S. Tames, Chief Personnel Officer

**SUBJECT:       REQUEST FOR AUTHORIZATION TO ENTER INTO A CONTRACTUAL AGREEMENT – LABOR ATTORNEY, MIAMI-DADE COUNTY PUBLIC SCHOOLS**

**COMMITTEE:   LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES**

The Labor Attorney serves as the School Board's legal counsel for all labor relations matters, including litigation and representation. The Labor Attorney is responsible for providing legal advice and assistance to the School Board, the Superintendent, and the District's Human Resources and Labor Relations staff on matters pertaining to state and federal labor laws, regulatory compliance, Labor Relations Program management and administration, contract negotiations, dispute resolution and labor/management relations.

Conditions of the employment contract for the position of Labor Attorney, Miami-Dade County Public Schools, provide for an initial employment term of 12 months, subject to renewal upon approval of the Board for a term from July 1, 2005 through June 30, 2006. The contract also provides for the individual to be granted vacation and sick leave as provided to managerial exempt personnel. The employee shall be entitled to membership in the Florida Retirement System in the Senior Management Classification as required by Florida Retirement System Rule 60S-1.004.

The employment contract may be terminated by the Board or employee on 30 days written notice to the Board or to the employee, as the case may be, it being understood that except as so provided, the contracted employee's right to employment shall be subject to the Board's absolute right to terminate the employment agreement at will.

**Mr. Christopher F. Kurtz** is recommended for appointment to the open budgeted contracted position of Labor Attorney, Miami-Dade County Public Schools. Mr. Kurtz received a Bachelor's Degree in Music from the University of Michigan, Ann Arbor, Michigan on April 30, 1977 and a Juris Doctor from the University of Miami, School of Law, Coral Gables, Florida on May 31, 1981. Mr. Kurtz' work history from 1982 through the present includes Assistant State Attorney, Office of the State Attorney, Miami, Florida; Assistant City Attorney, City of Miami, Miami, Florida, and Attorney, for Weiss Serota Helfman Pastoriza Guedes Cole and Boniske, P.A., Miami, Florida.

Mr. Kurtz is recommended for employment effective July 26, 2004 for the period through June 30, 2005 at an annual salary of \$135,000.

This recommendation is the direct result of the Board-approved advertisement and selection process.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, appoint **Mr. Christopher F. Kurtz** to the open budgeted position of Labor Attorney, Miami-Dade County Public Schools (Contract) and assign to Labor Relations effective July 26, 2004, or as soon thereafter as can be facilitated, at an annual salary of \$135,000 through June 30, 2005.

HST:mtp