

Rudolph F. Crew, Ed.D., Superintendent of Schools

**SUBJECT: THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, APPROVE AN AMENDMENT TO THE SUPERINTENDENT'S EMPLOYMENT AGREEMENT BY MODIFYING SECTION 3., B.**

In my April 1, 2005, Weekly Briefing, School Board members were advised that the District will not receive finalized Florida Comprehensive Achievement Test (FCAT) and No Child Left Behind (NCLB) Adequately Yearly Progress (AYP) student achievement data until approximately September 1, 2005. The Florida Department of Education (FDOE) will release the data on June 30, 2005. The District then has 30 days to appeal the data, and the State then has another 30 days to respond to the appeal.

Pursuant to the Superintendent's Employment Agreement, "the evaluation as to whether [my] goals and objectives have been satisfactorily achieved," is to be done by June 1, 2005; however, we will not have even the first cut of the data for most of my student achievement objectives until June 30, 2005. Therefore, I am recommending an amendment to Section 3., B., by modifying both the date for evaluation/achievement of the goals and objectives in the first year and subsequent years from June 1 to July 15, and the payment schedule for my performance incentive pay in the first and subsequent years from July 1 to August 15, to comport with changes to the evaluation/achievement schedule.

This agenda item does not appear in the published agenda. There is good cause to vary from the established agenda pursuant to the need to have an agreed upon time line in place for both the evaluation/achievement of the goals and objectives and the payment schedule for performance incentive pay once the finalized student achievement data has been made available to the District. } Added

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve an amendment to Section 3., B. of the Superintendent's Employment Agreement by modifying the dates for the:

1. evaluation/achievement of the goals and objectives in the first and subsequent years from June 1 to July 15; and
2. payment schedule for the performance incentive pay in the first and subsequent years from July 1 to August 15, to comport with changes to the evaluation/achievement schedule.

**GOOD CAUSE**  
**SP-1** } Revised