

Dr. Marta Pérez, Member

SUBJECT: ASSESSMENT AND EVALUATION OF THE SCHOOL BOARD ATTORNEY

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

The School Board Attorney's employment contract is for the period commencing November 14, 2005 through November 13, 2009, unless terminated earlier. The Board Attorney has held her position for approximately one year. In keeping with the accountability model for the Board's employees, the Board Attorney should be assessed and evaluated during November of this year.

This item proposes that the School Board evaluate the School Board Attorney at the November School Board meeting and assess the achievement of the Board Attorney's employment agreement for the purposes of determining her annual pay increase. The Board Attorney receives an automatic 4% annual increase, however, the contract specifies that she may receive an additional increase of up to 6% for satisfactorily achieving her performance goals. Thus, the Board Attorney is eligible to receive a 10% increase to her current base salary of \$215,000 (\$21,500).

Unlike previous Board Attorney contract, this contract does not contain a specific provision for an annual evaluation. This item, however, recommends that the Board Attorney be provided evaluation feedback at the time of awarding her annual pay increase and in conjunction with the assessment of her performance goals.

**ACTION PROPOSED BY
DR. MARTA PÉREZ:**

That the School Board of Miami-Dade County, Florida, evaluate and assess the performance of the School Board Attorney at the November 21, 2006, School Board Meeting or at a special School Board Meeting to be held in November 2006.