

Office of School Board Attorney
JulieAnn Rico, Board Attorney

SUBJECT: THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA AGREE UPON THE SCHOOL BOARD ATTORNEY'S COMPLETION OF HER PERFORMANCE INITIATIVES FOR THE PURPOSE OF DETERMINING WHETHER TO AWARD AN ADDITIONAL SALARY INCREASE AS REQUIRED BY HER EMPLOYMENT CONTRACT

COMMITTEE: INNOVATION EFFICIENCY & GOVERNMENTAL RELATIONS

On September 28, 2005, the School Board Attorney's employment contract was approved and executed by the Board. Pursuant to the provisions of this employment agreement, specifically § IV (*Salary, Increases and Performance Goals*), the contract allows—at the Board's sole discretion—for an additional six percent (6%) salary increase based on the "attorney's satisfactory completion of the performance goals. . . ."

On December 12, 2006, a School Board workshop will be held to discuss the School Board Attorney's completion of the performance initiatives. The purpose of this workshop is to review the Board Attorney's presentation of the completion of the 2006 performance initiatives, in order to ascertain at the December 13, 2006 School Board meeting, what, if any, performance-based salary increase will be awarded to the School Board Attorney.

The School Board Attorney's employment contract further provides that: "The Board may award all or part of the six percent (6%) salary increase based on the percentage of performance goals reached during the year. For example if one half of the goals are reached, then in that event, there shall be one half of the total increase for which the Attorney is eligible (which would, for purposes of this example, equal 3% of the base salary). . . ." Based upon the discussion held at the December 12, 2006 workshop, it is recommended that the Board now determine, what, if any, additional performance based salary increase will be awarded to the School Board Attorney.

RECOMMENDED: That The School Board of Miami-Dade County, Florida determine the amount to be awarded, if any, to the School Board Attorney as a performance-based salary increase, in an amount not to exceed six-percent (6%) of her base salary, and authorize payment thereof.