


**MEMORANDUM**

January 10, 2008

**TO:** Honorable Chair and Members of The School Board of  
Miami-Dade County Florida

**FROM:** Rudolph F. Crew, Superintendent of Schools 

**DATE:** January 10, 2008

**SUBJECT: WITHDRAWAL OF AGENDA ITEMS G-1 AND G-2**

**THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA  
AGREE UPON THE SCHOOL BOARD ATTORNEY'S COMPLETION OF  
HER PERFORMANCE INITIATIVES AND DETERMINE THE AMOUNT  
OF PERFORMANCE PAY INCREASE TO BE AWARDED; AND**

**THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA  
AGREE UPON THE SCHOOL BOARD ATTORNEY'S PERFORMANCE  
GOALS & INITIATIVES FOR CALENDAR YEAR 2008 IN  
ACCORDANCE WITH THE BOARD ATTORNEY'S EMPLOYMENT  
CONTRACT**

The attached companion Items, G-1 and G-2, are being withdrawn from the January 16, 2008 School Board meeting Agenda. These items will be presented at the February 13, 2008 School Board meeting after additional analysis of the 2007 and 2008 initiatives are completed.

RFC:pyc  
Attachments

cc: Superintendent's Cabinet  
School Board Attorney

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 AND DETERMINE THE AMOUNT OF PERFORMANCE PAY INCREASE TO BE AWARDED**

**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. . . ."

The Board approved the 2007 Performance Goals on January 17, 2007, which agenda item is attached for your review. The Board has been provided status reports of the progress of these initiatives in each Quarterly Report. A final update of the status of completion of the approved 2007 Initiatives will be provided to the Board prior to the Board meeting.

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). . . ." It is recommended that the Board 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.

**G-1**  
**WITHDRAWN**  
**(1/10/08)**