

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.

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**SUBJECT: THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA
AGREE UPON THE SCHOOL BOARD ATTORNEY'S
PERFORMANCE GOALS & INITIATIVES FOR CALENDAR YEAR
2007 IN ACCORDANCE WITH THE BOARD ATTORNEY'S
EMPLOYMENT CONTRACT**

COMMITTEE: INNOVATION EFFICIENCY & GOVERNMENTAL RELATIONS

Pursuant to the provisions of the Board Attorney's employment contract, the Board Attorney shall have her performance goals developed, agreed upon, amended, and approved annually (§ IV, *Salary, Increases and Performance Goals*). The purpose of this Item is to present the amended performance goals for the Board Attorney for the 2007 calendar year. The Board Attorney requests that these new performance goals and initiatives (being forwarded to the Board under separate cover), be agreed upon, further amended--if desired by the Board--and approved in accordance with the Board Attorney's employment contract.

RECOMMENDED: That The School Board of Miami-Dade County, Florida agree upon and approve the amended performance goals for the School Board Attorney for calendar year 2007 in accordance with her employment contract.

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