

Office of School Board Attorney  
Walter J. Harvey, Board Attorney

**SUBJECT: THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA,  
APPROVE SCHOOL BOARD ATTORNEYS', AND ADMINISTRATIVE  
AND SUPPORT STAFF CONTRACTS**

**COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY**

**LINK TO  
STRATEGIC  
FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP**

At its October 14, 2009 meeting, the School Board approved Agenda Item G-1 approving the employment contracts of the Deputy School Board Attorney, Assistant School Board Attorneys and administrative and support staff contracts. The majority of the contracts for these attorneys will expire in November of 2011. Accordingly, the School Board Attorney is presenting for the Board's approval, the renewal of the contracts for the attorneys and administrative and support staff in the School Board Attorney's Office (Attached are contracts for the office including those that were revised.) This item also includes new contracts, attached hereto, for one attorney and one Administrative Assistant that will serve to replace one attorney and one support staff member who are resigning from their positions by the end of this month.

REVISED

The Deputy School Board Attorney and Assistant School Board Attorneys represent the School Board in all legal matters involving the school district, including, but not limited to administrative proceedings, evidentiary hearings, trials and appeals. Further, the attorneys provide daily legal advice on a plethora of issues such as academics, contracts, personnel, and risk management. The Deputy School Board Attorney and eleven (11) Assistant School Board Attorneys represent the Board in the following areas and in the following capacities:

1. Deputy/Administrative and Personnel ] REVISED
2. Workers' Compensation/Litigation Supervisor
3. Personnel Litigation
4. Personnel/Litigation Supervisor
5. Exceptional Student Education, Academic Programs & Compliance
6. General Litigation
7. Construction/Litigation
8. Exceptional Student Education, Academic Programs & Compliance Supervisor ] REVISED
9. Business operations, Contracts, Real Estate & Procurement
10. Academic Programs and Compliance/Personnel
11. Risk Management Litigation

**REVISED REPLACEMENT 2**

**G-1**

The Board Attorney's Office is also presenting for the Board's approval the contracts of administrative and support staff. The administrative and support staff will serve in the following capacities:

1. Administrative Assistant III/Office Manager will provide - Administrative Support and Oversight and Management of the Office (1 position); and } REVISED
2. Administrative Assistant I/Paralegals will provide - Case and Database Management, Preparation of Legal Documents (4- 3 positions). } REVISED

The attorneys and staff have agreed to voluntarily participate in the 2009-2010 work year reduction due to the District's financial condition. It is requested that the contracts, with this condition be renewed.

In addition, due to current economic conditions, the School Board Attorney previously eliminated two support staff positions. As a result, the proposed contracts, along with the two new contracts that are being presented to replace outgoing personnel will result in an overall net savings to the District.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida:

- (1) Approve the contracts for the Deputy Assistant School Board Attorney and the Assistant School Board Attorneys attached hereto; and
- (2) Approve contracts for administrative and support staff, attached hereto.

## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Jamila Karaeva**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to enter into an agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **ADMINISTRATIVE ASSISTANT I**, for a term beginning September 7, 2011 and ending September 6, 2013 ("Original Term"), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms ("Extension Term") subject to the termination provisions below. The term of this Employment Contract, the "Term of this Agreement" shall mean the Original Term and all Extension Terms, if any.

### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$49,980.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if managerial exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increased at no less than the increase received by these employees. REVISED
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee's annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.
- 3.4 The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for managerial exempt personnel.

**4.0 TERMINATION**

- 4.1 The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.
- 4.2 The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

- 5.1 The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.
- 5.2 The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

IN WITNESS WHEREOF, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Jamila Karaeva

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney

# WITHDRAW THIS CONTRACT ONLY

## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Laureen Gerard**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to renew its previous agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept renewed employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **ADMINISTRATIVE ASSISTANT I**, for a term beginning September 7, 2011 and ending September 6, 2013 ("Original Term"), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms ("Extension Term") subject to the termination provisions below. For purposes of this Employment Contract, the "Term of this Agreement" shall mean the Original Term and all Extension Terms, if any.

### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$51,000.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if managerial exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increased at no less than the increased received by these employees.
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee's annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.

**WITHDRAWN**  
**G-1**

- 3.4 The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for managerial exempt personnel.

**4.0 TERMINATION**

- 4.1 The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and the Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.
- 4.2 The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

- 5.1 The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.
- 5.2 The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

**IN WITNESS WHEREOF**, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Laureen Gerard

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney

## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Marisol Marin**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to renew its previous agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept renewed employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **ADMINISTRATIVE ASSISTANT III/OFFICE MANAGER**, for a term beginning September 7, 2011 and ending September 6, 2013 ("Original Term"), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms ("Extension Term") subject to the termination provisions below. The term of this Employment Contract, the "Term of this Agreement" shall mean the Original Term and all Extension Terms, if any. } REVISED

### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$58,000.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if managerial exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increased at no less than the increase received by these employees. } REVISED
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee's annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.
- 3.4 The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for managerial exempt personnel.

**4.0 TERMINATION**

- 4.1 The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.
- 4.2 The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

- 5.1 The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.
- 5.2 The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

**IN WITNESS WHEREOF**, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Marisol Marin

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney



## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Pamela Y. Carter**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to renew its previous agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept renewed employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as **ADMINISTRATIVE ASSISTANT I/PARALEGAL**, for a term beginning September 7, 2011 and ending September 6, 2013 ("Original Term"), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms ("Extension Term") subject to the termination provisions below. The term of this Employment Contract, the "Term of this Agreement" shall mean the Original Term and all Extension Terms, if any. REVISED

### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$64,589.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if confidential exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increased at no less than the increase received by these employees. REVISED
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee's annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.
- 3.4 The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for confidential exempt personnel.

**4.0 TERMINATION**

- 4.1 The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.
- 4.2 The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

- 5.1 The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.
- 5.2 The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

IN WITNESS WHEREOF, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Pamela Y. Carter

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney

## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Henry Suarez**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to renew its previous agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept renewed employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **ASSISTANT SCHOOL BOARD ATTORNEY WORKERS' COMPENSATION/LITIGATION SUPERVISOR**, for a term beginning September 7, 2011 and ending September 6, 2013 ("Original Term"), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms ("Extension Term") subject to the termination provisions below. For purposes of this Employment Contract, the "Term of this Agreement" shall mean the Original Term and all Extension Terms, if any.

### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$130,000.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if managerial exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increased at no less than the increase received by these employees.
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee's annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.

3.4 The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for managerial exempt personnel.

3.5 The Board will pay the annual dues for employee's membership in the Florida Bar during the Term of this Agreement.

**4.0 TERMINATION**

4.1 The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.

4.2 The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

5.1 The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.

5.2 The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

**IN WITNESS WHEREOF**, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Henry Suarez

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney

## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Heather L. Ward**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to enter into an agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **ASSISTANT SCHOOL BOARD ATTORNEY – RISK MANAGEMENT/LITIGATION**, for a term beginning September 7, 2011 and ending September 6, 2013 ("Original Term"), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms ("Extension Term") subject to the termination provisions below. For purposes of this Employment Contract, the "Term of this Agreement" shall mean the Original Term and all Extension Terms, if any.

### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$85,000.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if managerial exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increase at no less than the increase received by these employees.
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee's annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.
- 3.4 The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for managerial exempt personnel.

3.5 The Board will pay the annual dues for employee's membership in the Florida Bar during the Term of this Agreement.

**4.0 TERMINATION**

4.1 The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.

4.2 The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

5.1 The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.

5.2 The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

**IN WITNESS WHEREOF**, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Heather L. Ward

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney

## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Diana C. Granda**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to renew its previous agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept renewed employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **ADMINISTRATIVE ASSISTANT I**, for a term beginning September 7, 2011 and ending September 6, 2013 ("Original Term"), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms ("Extension Term") subject to the termination provisions below. For purposes of this Employment Contract, the "Term of this Agreement" shall mean the Original Term and all Extension Terms, if any.

### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$49,567.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if confidential exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increase at no less than the increased received by these employees. ] REVISIED
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee's annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.
- 3.4 The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for confidential exempt personnel.

**4.0 TERMINATION**

- 4.1 The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and the Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.
- 4.2 The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

- 5.1 The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.
- 5.2 The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

**IN WITNESS WHEREOF**, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Diana C. Granda

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney



## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and Daniel C. Dresch, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to renew its previous agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept renewed employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **ASSISTANT SCHOOL BOARD ATTORNEY – GENERAL LITIGATION I**, for a term beginning September 7, 2011 and ending September 6, 2013 ("Original Term"), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms ("Extension Term") subject to the termination provisions below. For purposes of this Employment Contract, the "Term of this Agreement" shall mean the Original Term and all Extension Terms, if any.

### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$65,000.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if managerial exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increase at no less than the increase received by these employees.
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee's annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.
- 3.4 The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for managerial exempt personnel.

**3.5** The Board will pay the annual dues for employee's membership in the Florida Bar during the Term of this Agreement.

**4.0 TERMINATION**

**4.1** The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and the Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.

**4.2** The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

**5.1** The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.

**5.2** The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

**IN WITNESS WHEREOF**, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Daniel C. Dresch

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney

## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Christopher La Piano**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to renew its previous agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept renewed employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **ASSISTANT SCHOOL BOARD ATTORNEY – PERSONNEL/LITIGATION**, for a term beginning September 7, 2011 and ending September 6, 2013 ("Original Term"), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms ("Extension Term") subject to the termination provisions below. For purposes of this Employment Contract, the "Term of this Agreement" shall mean the Original Term and all Extension Terms, if any.

### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$75,000. This salary amount shall remain in effect throughout the Term of this Agreement. However, if managerial exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increase at no less than the increased received by these employees.
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee's annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.
- 3.4 The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for managerial exempt personnel.

3.5 The Board will pay the annual dues for employee's membership in the Florida Bar during the Term of this Agreement.

**4.0 TERMINATION**

4.1 The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.

4.2 The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

5.1 The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.

5.2 The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

**IN WITNESS WHEREOF**, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Christopher La Piano

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney

## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Arianne B. Suarez**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to renew its previous agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept renewed employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **ASSISTANT SCHOOL BOARD ATTORNEY – PERSONNEL/LITIGATION SUPERVISOR**, for a term beginning September 7, 2011 and ending September 6, 2013 ("Original Term"), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms ("Extension Term") subject to the termination provisions below. For purposes of this Employment Contract, the "Term of this Agreement" shall mean the Original Term and all Extension Terms, if any.

### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$130,000.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if managerial exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increased at no less than the increase received by these employees.
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee's annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.
- 3.4 The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for managerial exempt personnel.

3.5 The Board will pay the annual dues for employee's membership in the Florida Bar during the Term of this Agreement.

**4.0 TERMINATION**

4.1 The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.

4.2 The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

5.1 The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.

5.2 The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

**IN WITNESS WHEREOF**, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Arianne B. Suarez

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney

## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Ana R. Craft**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to renew its previous agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept renewed employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

#### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **ASSISTANT SCHOOL BOARD ATTORNEY – BUSINESS OPERATIONS, CONTRACTS, REAL ESTATE, PROCUREMENT**, for a term beginning September 7, 2011 and ending September 6, 2013 ("Original Term"), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms ("Extension Term") subject to the termination provisions below. For purposes of this Employment Contract, the "Term of this Agreement" shall mean the Original Term and all Extension Terms, if any.

#### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

#### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$156,000.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if managerial exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increase at no less than the increase received by these employees.
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee's annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.

3.4 The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for managerial exempt personnel.

3.5 The Board will pay the annual dues for employee's membership in the Florida Bar during the Term of this Agreement.

**4.0 TERMINATION**

4.1 The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.

4.2 The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

5.1 The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.

5.2 The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

**IN WITNESS WHEREOF**, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Ana R. Craft

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney



## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Brian A. Williams**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to renew its previous agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept renewed employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

#### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **ASSISTANT SCHOOL BOARD ATTORNEY – CONSTRUCTION/LITIGATION SUPERVISOR**, for a term beginning September 7, 2011 and ending September 6, 2013 (“Original Term”), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms (“Extension Term”) subject to the termination provisions below. For purposes of this Employment Contract, the “Term of this Agreement” shall mean the Original Term and all Extension Terms, if any.

REVISED

#### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

#### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$135,000.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if managerial exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increase at no less than the increase received by these employees.
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee’s annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.
- 3.4 The Employee is entitled to receive healthcare coverage. The School Board’s monthly contribution for employee’s individual healthcare shall be equal to that which the School Board authorized for managerial exempt personnel.

3.5 The Board will pay the annual dues for employee's membership in the Florida Bar during the Term of this Agreement.

**4.0 TERMINATION**

4.1 The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.

4.2 The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

5.1 The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.

5.2 The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

**IN WITNESS WHEREOF**, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Brian A. Williams

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney

## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Luis M. Garcia**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to renew its previous agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept renewed employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **DEPUTY SCHOOL BOARD ATTORNEY**, for a term beginning September 7, 2011 and ending September 6, 2013 ("Original Term"), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms ("Extension Term") subject to the termination provisions below. For purposes of this Employment Contract, the "Term of this Agreement" shall mean the Original Term and all Extension Terms, if any.

### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$180,000.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if managerial exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increased at no less than the increased received by these employees.
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee's annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.
- 3.4 The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for managerial exempt personnel.

3.5 The Board will pay the annual dues for employee's membership in the Florida Bar during the Term of this Agreement.

**4.0 TERMINATION**

4.1 The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.

4.2 The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

5.1 The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.

5.2 The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

**IN WITNESS WHEREOF**, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Luis M. Garcia

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney

## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Teddra J. Gadson**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to renew its previous agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept renewed employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **ASSISTANT SCHOOL BOARD ATTORNEY – EXCEPTIONAL STUDENT EDUCATION; ACADEMIC PROGRAMS AND COMPLIANCE**, for a term beginning September 7, 2011 and ending September 6, 2013 (“Original Term”), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms (“Extension Term”) subject to the termination provisions below. For purposes of this Employment Contract, the “Term of this Agreement” shall mean the Original Term and all Extension Terms, if any.

### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$65,000.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if managerial exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increased at no less than the increase received by these employees.
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee’s annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.

3.4 The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for managerial exempt personnel.

3.5 The Board will pay the annual dues for employee's membership in the Florida Bar during the Term of this Agreement.

**4.0 TERMINATION**

4.1 The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.

4.2 The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

5.1 The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.

5.2 The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

**IN WITNESS WHEREOF**, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Teddra J. Gadson

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney

## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Mary C. Lawson**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to renew its previous agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept renewed employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **ASSISTANT SCHOOL BOARD ATTORNEY – EXCEPTIONAL STUDENT EDUCATION, ACADEMIC PROGRAMS AND COMPLIANCE SUPERVISOR**, for a term beginning September 7, 2011 and ending September 6, 2013 (“Original Term”), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms (“Extension Term”) subject to the termination provisions below. For purposes of this Employment Contract, the “Term of this Agreement” shall mean the Original Term and all Extension Terms, if any. ] ADDED

### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$133,000.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if managerial exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increase at no less than the increase received by these employees.
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee’s annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.

**3.4** The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for managerial exempt personnel.

**3.5** The Board will pay the annual dues for employee's membership in the Florida Bar during the Term of this Agreement.

**4.0 TERMINATION**

**4.1** The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.

**4.2** The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

**5.0 MISCELLANEOUS**

**5.1** The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.

**5.2** The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

**IN WITNESS WHEREOF**, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Mary C. Lawson

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney



## EMPLOYMENT CONTRACT

This Employment Contract, made and entered into this 7th day of September 2011, by and between The School Board of Miami Dade County, Florida, hereinafter referred to as the Board, and **Melinda L. McNichols**, hereinafter referred to as the Employee.

### Witnesseth

Whereas, the Board desires to renew its previous agreement with the Employee and to fix the terms and conditions of employment by this Employment Contract; and

Whereas, the Employee is willing to accept renewed employment upon the terms and conditions set forth herein;

Now, therefore, the Board and Employee, for the considerations herein specified, agree as follows:

### 1.0 TERM

- 1.1 The Board hereby employs the Employee, and the Employee accepts employment as, **ASSISTANT SCHOOL BOARD ATTORNEY – ACADEMIC PROGRAMS AND COMPLIANCE/PERSONNEL**, for a term beginning September 7, 2011 and ending September 6, 2013 ("Original Term"), unless sooner terminated as set forth herein. The term of this Employment Contract shall be automatically extended and continue in full force and effect for additional two (2) year terms ("Extension Term") subject to the termination provisions below. For purposes of this Employment Contract, the "Term of this Agreement" shall mean the Original Term and all Extension Terms, if any.

### 2.0 DUTIES

- 2.1 The Employee shall perform the duties of the job as may be assigned by the Board, Superintendent, or designee.

### 3.0 COMPENSATION

- 3.1 The Board agrees to employ the Employee at the annual salary approved by the Board, at its meeting of September 7, 2011, Agenda Item G-1. The Employee will continue to receive compensation at an annual salary of \$150,000.00. This salary amount shall remain in effect throughout the Term of this Agreement. However, if managerial exempt employees receive any compensation increase at any time during the Term of this Agreement, the annual salary shall be increase at no less than the increase received by these employees.
- 3.2 The Employee shall be entitled to membership in the Florida Retirement System in the Regular Employee Classification as required by Florida Retirement System Rule 60S-1.004.
- 3.3 As governed by School Board Policy 1120.01, the Employee will receive term life insurance equal to two (2) times the Employee's annual base salary effective January 1<sup>st</sup> each year for the Term of this Agreement, such premiums for the coverage to be paid for by the Board. Optional coverage is available to be purchased through payroll deduction for up to a maximum of five (5) times the annual base salary. Proof of insurability to the satisfaction of the insurance company may be required.
- 3.4 The Employee is entitled to receive healthcare coverage. The School Board's monthly contribution for employee's individual healthcare shall be equal to that which the School Board authorized for managerial exempt personnel.

3.5 The Board will pay the annual dues for employee's membership in the Florida Bar during the Term of this Agreement.

4.0 TERMINATION

4.1 The Employment Contract may be terminated by the Board Attorney or Employee on thirty (30) days' prior written notice to the Board and Board Attorney or to Employee, as the case may be, it being understood that except as so provided, the said Employee's right to employment shall be at will.

4.2 The Employee understands and agrees that by accepting employment under the terms of this Employment Contract, that there is no guarantee of continued employment, tenure, or any other expectation, reasonable or otherwise, except as set forth herein.

5.0 MISCELLANEOUS

5.1 The Employee agrees to comply faithfully with federal laws, the laws of the State of Florida and with all the rules and regulations of the Board of Education of the State of Florida and of The School Board of Miami Dade County, Florida.

5.2 The Employee agrees that this Employment Contract contains the entire agreement between the Board and Employee, and all other agreements and oral representations are incorporated herein.

IN WITNESS WHEREOF, the parties hereto have hereunto signed their names to this Employment Contract, at Miami-Dade County, Florida, this \_\_\_\_\_ day of September, 2011.

Employee \_\_\_\_\_  
Melinda L. McNichols

THE SCHOOL BOARD OF MIAMI DADE COUNTY, FLORIDA

By \_\_\_\_\_  
(Superintendent or Designee)

APPROVED AS TO FORM:

\_\_\_\_\_  
Walter J. Harvey,  
School Board Attorney