

Ms. Perla Tabares Hantman, Chair

SUBJECT: AUTHORIZE THE CHAIR TO NEGOTIATE A THIRD ADDENDUM TO THE SUPERINTENDENT OF SCHOOLS' EMPLOYMENT AGREEMENT, PROVIDING FOR AN ADDITIONAL FIVE (5) YEAR EXTENSION AND PROVIDING FOR A SALARY ADJUSTMENT { THAT IS REPRESENTATIVE OF THE FAIR MARKET VALUE FOR PUBLIC EMPLOYEES IN MIAMI-DADE COUNTY AND THAT IS TO INCLUDE A PERFORMANCE INCENTIVE ELEMENT

} Revised

COMMITTEE: INNOVATION, EFFICIENCY, AND GOVERNMENTAL RELATIONS

LINK TO STRATEGIC FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP

In accordance with School Board Policy 0132 (Executive), and State Laws, the School Board is authorized to appoint a Superintendent of Schools; fix his/her salary; and enter into a contract of employment to be negotiated with the candidate.

This year has been one of remarkable achievements with our school system receiving one accolade after another. Miami-Dade County Public Schools is currently one of the highest performing urban school districts in the United States, evidenced by the recent receipt of the 2012 Broad Prize for Urban Education. In addition, student performance has remained on an upward trajectory since the 2008-2009 school year, graduation rates have climbed to historic highs, and the financial picture has greatly improved since the depths of the national recession.

We are currently enjoying broad-based community support and have forged unprecedented partnerships with both business and governmental entities in order to leverage additional resources in support of our public schools. In the period since Alberto M. Carvalho has served as Superintendent of Schools, this District has seen a rise of many indicators of efficiency and effectiveness.

And, this past November, the voters of Miami-Dade overwhelmingly supported a \$1.2 billion school construction bond program. This referendum was passed by a large margin; a testament to this administration's record of performance, transparency, and accountability. As we move into the implementation phase of the bond program, it is critical that Mr. Carvalho, who has so successfully navigated the recent recession and numerous education accountability changes, is committed to this District for the foreseeable future.

Revised
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The perception of Miami-Dade County Public Schools among those in the media, community organizations, financial markets, legislative offices, and the business community has become one of effectiveness, success, and innovation. These accomplishments, and the need to transition to Common Core Standards in the classrooms, faithfully and effectively implement the bond program, and continue to navigate still turbulent economic waters, warrants an extension to the term of the Superintendent's employment agreement to provide for continuity and stability of leadership for the District.

As such, it is in the best interest of this Board to extend the current term of the Superintendent's employment for an additional five (5) years through June 30, 2020, and to provide a salary adjustment to be negotiated. { While this item originally recommended a salary adjustment that was not to exceed the maximum total compensation percentage increase provided to individual instructional staff, during discussion of this item at the School Board's Innovation, Efficiency and Governmental Relations Committee meeting, the members of the Committee voted to recommend that this item be amended to authorize the Chair to negotiate a new salary to be included in the Superintendent's contract, said salary to be representative of the "fair market value" for public employees in Miami-Dade County, Florida, and to include a performance incentive element. This revised item is reflective of the Committee's recommended amendment.

} Revised

**ACTION PROPOSED BY CHAIR
PERLA TABARES HANTMAN:**

That The School Board of Miami-Dade County, Florida, authorize the Chair to negotiate and execute a third addendum to the Superintendent of Schools' employment agreement, providing for an additional five (5) year employment period through June 30, 2020, {and that includes a salary adjustment that is representative of the fair market value for public employees in Miami-Dade County, Florida, and a performance incentive element.

} Revised