

Personnel Management and Services
Magaly C. Abrahante, Chief Personnel Officer

SUBJECT: ESTABLISH AND CLASSIFY THE CONTRACTED POSITION OF LABOR ATTORNEY

Authorization of the Board is requested to establish and classify the contracted position of Labor Attorney, Miami-Dade County Public Schools.

The Board previously employed an in-house Labor Attorney; however, after his resignation, the Board retained outside labor counsel through two separate contracts, Mr. Gerald Williams, and the law firm of Greenberg Traurig. Because of the significant labor law issues pending at this time, it is considered to be more economical and in the best interest of the district to have labor counsel in-house to advise on all labor law and contract negotiations issues.

The Division of Wage and Salary has analyzed the responsibilities and compensation for this position. Staff has conducted a contractual and compensation survey of the position of Labor Attorney. The recommendation for a contracted position is consistent with in-house governmental legal positions.

Conditions of the employment contract for the position of Labor Attorney, Miami-Dade County Public Schools, provide for an initial employment term of 12 months, with compensation at an annual salary range between \$80,000.00 to \$135,000.00. The salary amount shall remain in effect throughout the term of the contract. The contract also provides for the individual to be granted sick leave and vacation leave as provided to managerial exempt personnel. Legal holidays are limited to: Independence Day (July 4), *Labor Day (first Monday in September), *Veterans' Day, *Thanksgiving Day (Fourth Thursday in November), Christmas Day (December 25), New Year's Day (January 1), *Martin L. King's Birthday, *All Presidents' Day, and *Memorial Day (last Monday in May). Holidays listed with an asterisk shall be paid legal holidays. In addition to legal holidays, the following School Board approved holidays for 12 month employees include: Friday following the fourth Thursday in November (Thanksgiving), and two days in addition to December 25. Benefits consisting of health coverage and a variety of selections from the flexible benefits offering will be provided to the contracted employee. Term life insurance equal to two time(s) the employee's annual base salary effective January 1 each year, for the term of the contract is also paid by the Board. The employee shall be entitled to membership in the Florida Retirement System as required by Florida Retirement System Rule 22B-1.004.

REPLACEMENT

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The employment contract may be terminated by the Board or employee on 30 days written notice to the Board or to the employee, as the case may be, it being understood that except as so provided, the contracted employee's right to employment shall be subject to the Board's absolute right to terminate the employment agreement at will.

The contracted position of Labor Attorney, Miami-Dade County Public Schools, will be advertised, following the Board-approved advertisement and selection process.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, establish and classify the contracted position of Labor Attorney, Miami-Dade County Public Schools, with an annual salary range between \$80,000.00 to \$135,000.00.

MCA/mtp