

Dr. Marta Perez, Member

SUBJECT: REQUEST THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, ADD AN EMPLOYMENT AT WILL CLAUSE TO THE BOARD ATTORNEY'S CONTRACT AND AMEND THE EXISTING AUTOMATIC SALARY INCREASE

At the School Board meeting of June 19, 2002, a discussion was held concerning the Board Attorney's employment agreement. At this time, I would like to propose adding an Employment at Will clause to the Board Attorney's Employment Agreement and amend the existing automatic eight percent annual salary increase.

No other district employee, including the Superintendent of Schools, receives an automatic salary increase at a fixed rate. Because of the fiscal crisis facing the district, it is inappropriate and fiscally irresponsible to allow any employee to receive an automatic percentage increase.

Furthermore, it is customary that employment agreements have an Employment at Will clause to prevent lack of productivity, promote efficiency and protect the employer and employee.

**ACTION PROPOSED BY
DR. MARTA PEREZ:**

That The School Board of Miami-Dade County, Florida add an Employment at Will clause to the Board Attorney's contract and amend the existing automatic salary increase.