

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

**SUBJECT:       REQUEST FOR AUTHORIZATION TO ENTER INTO A CONTRACTUAL  
                  AGREEMENT - LABOR ATTORNEY, MIAMI-DADE COUNTY PUBLIC  
                  SCHOOLS**

The following recommendation is made in accordance with Board Rule 6Gx13- 4A-1.16.

This contracted position was authorized by the Board at its meeting of May 15, 2002, Agenda Item H-14.

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. 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.

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.

**Mr. Reynaldo Velazquez**, is recommended for appointment to the open budgeted contracted position of Labor Attorney, Miami-Dade County Public Schools. Mr. Velazquez received a Bachelor of Arts in History with Honors, from Florida State University, Tallahassee, Florida in December 1990, and a Juris Doctor from Florida State University, College of Law in May 1995. From 1993 through 1995, Mr. Velazquez worked as a Law Clerk in Tallahassee, Florida. From 1995 through 1997, Mr. Velazquez worked as an attorney in the Law Office of Allen, Norton, & Blue, P.A., Coral Gables, Florida. In 1997 he became a Labor Attorney for the City of Lake Worth, Florida, his current position. A copy of Mr. Velazquez's resumé has been provided to the Board under separate cover.

**REPLACEMENT  
H-3**

Mr. Velazquez is recommended for employment effective August 22, 2002 for the period through June 30, 2002, at an annual salary of \$120,000.

This recommendation is the direct result of the Board-approved advertisement and selection process.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, appoint **Mr. Reynaldo Velazquez** to the open budgeted position of Labor Attorney, Miami-Dade County Public Schools (Contract), and assign to Labor Relations effective August 22, 2002, or as soon thereafter as can be facilitated, at an annual salary of \$120,000 through June 30, 2003.

MCA/mtp