

Office of Superintendent of Schools
Board Meeting of October 23, 2002

October 21, 2002

Office of School Board Attorney
Johnny Brown, Board Attorney

SUBJECT: AMENDMENT OF EMPLOYMENT AGREEMENTS FOR SENIOR ASSISTANT SCHOOL BOARD ATTORNEYS

COMMITTEE: PERSONNEL SERVICES, MEDIA COMMUNICATIONS AND MARKETING

During the past year, several attorneys from the Board Attorney's Office have resigned to take positions which afforded them greater financial compensation. Most recently, Mr. Pease resigned in April 2002, Mr. Greco resigned in August 2002 and Mr. Montalvo resigned in September 2002.

Two of our Senior Assistant School Board Attorneys, Ms. Ana Segura and Mr. Luis Garcia are significantly under paid for comparable positions in the current legal market. Ms. Segura has practiced law since 1977 and is currently making \$103,000. Mr. Garcia has been practicing since 1993 and is making \$95,000. In order to retain these valuable attorneys in our office and for equity purposes, the Board Attorney is recommending a salary increase for these two attorneys. This increase will not result in additional monies to be expended by the School Board.

As a result of the salary difference between the replacements for Mr. Montalvo and Ms. Young-Chance, the current budget for the Board Attorney's Office will have funds available for these attorneys increases for the fiscal year ending June 2003.

I am recommending that the School Board authorize an amendment to the Employment Agreements of Ms. Segura and Mr. Garcia to increase each of their salaries for a total combined salary increase of \$18,000 for the two positions. These amendments would result in no additional amount of money to be added to the Board Attorney's current budget for salaries and would in fact still represent a savings for the Board Attorney's Office.

RECOMMENDED: That The School Board of Miami-Dade County, Florida authorize amendments to the Employment Agreements of Ana I. Segura and Luis M. Garcia and authorize a total combined salary increase for the two positions of \$18,000.

REPLACEMENT

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JB/PDB/mg