

Mr. Agustin J. Barrera, Chair

**SUBJECT: THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, DISCUSS AND AGREE UPON THE EVALUATION OF THE SUPERINTENDENT'S PERFORMANCE FOR 2007-2008 AS MEASURED BY THE EVALUATION INSTRUMENT ADOPTED AT THE JUNE 13, 2007 SCHOOL BOARD MEETING**

**COMMITTEE: INNOVATION, EFFICIENCY & GOVERNMENTAL RELATIONS**

**LINK TO DISTRICT STRATEGIC PLAN: IMPLEMENT ACCOUNTABILITY SYSTEMS TO IMPROVE ORGANIZATIONAL EFFECTIVENESS**

On June 12, 2008, in compliance with the Superintendent's employment agreement, members of the School Board received a completed self-assessment and a portfolio with supporting data for each of the Superintendent's 2007-2008 performance objectives. This supporting documentation serves to provide the Board with the applicable data for the Superintendent's self-assessment on the 2007-2008 performance objectives.

**ACTION PROPOSED BY  
MR. AGUSTIN J. BARRERA, CHAIR:**

That The School Board of Miami-Dade County, Florida:

1) discuss and agree upon the evaluation of the Superintendent's performance for 2007-2008 as measured by the evaluation instrument adopted at the June 13, 2007 School Board meeting and;

2) approve an Addendum to the Superintendent's employment Agreement indicating that the Superintendent will voluntarily not receive the base salary adjustment contractually scheduled for July 1, 2008 (for the 2008-09 fiscal year), and that the Superintendent voluntarily will not seek or receive performance incentive pay for the 2007-08 fiscal year.

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**ADDENDUM TO EMPLOYMENT AGREEMENT**

THIS ADDENDUM is entered into as of the 15th day of July, 2008, and relates back to July 1, 2008, by and between **THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA** (the "Board") and **RUDOLPH F. CREW** ("Superintendent").

WHEREAS, the Board and Superintendent entered into that certain Employment Agreement dated May 17, 2004 and amended on December 15, 2004 and April 21, 2005 (hereinafter "Employment Agreement"),

NOW THEREFORE, in consideration of the promises and mutual agreements contained in the Employment Agreement, and for other good and valuable consideration, the Board and Superintendent agree that:

1. As per the Superintendent's voluntary request, the Superintendent will not receive the base salary adjustment contractually scheduled for July 1, 2008, for the 2008-09 fiscal year, and the Superintendent voluntarily will not seek or receive performance incentive pay for the 2007-08 fiscal year.

2. All other terms and conditions of the Employment Agreement shall remain in full force and effect and are hereby ratified and confirmed.

IN WITNESS WHEREOF, the parties have executed this Addendum and relates back to July 1, 2008.

SUPERINTENDENT

THE SCHOOL BOARD OF MIAMI-DADE  
COUNTY, FLORIDA

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Rudolph F. Crew, Ed.D.

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Agustín J. Barrera, Chair

APPROVED AS TO FORM:

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Julieann Rico, Esq., Board Attorney