

Ms. Perla Tabares Hantman, Chair

**SUBJECT: AUTHORIZE THE EXECUTION OF A FOURTH ADDENDUM
 TO THE SUPERINTENDENT OF SCHOOLS' EMPLOYMENT
 AGREEMENT, PROVIDING FOR A POSITIVE SALARY
 ADJUSTMENT**

**COMMITTEE: PERSONNEL SERVICES AND STUDENT AND SCHOOL
 SUPPORT**

**LINK TO STRATEGIC
BLUEPRINT: HIGHLY EFFECTIVE TEACHER, LEADERS, AND STAFF**

In accordance with School Board Policy 0132 (Executive), and State Laws, the School Board is authorized to appoint a Superintendent of Schools; fix his/her salary; and enter into a contract of employment to be negotiated with the candidate.

Miami-Dade County Public Schools is one of the highest performing urban school districts in the United States as evidenced by the recent release of the National Assessment of Educational Progress (NAEP) Trial Urban Districts Assessment (TUDA) results. Student graduation rates have climbed to historic highs, and our financial situation is in the best condition it has been in in many years. Further, the implementation of the District's \$1.2 Billion bond program remains on time and on budget with a significant number of projects reaching completion ahead of schedule.

Our District enjoys broad-based community support and we have forged unprecedented partnerships with both business and governmental entities. Alberto M. Carvalho has proven to be an outstanding Superintendent of Schools and has been recognized as such on a national level. Recently, Mr. Carvalho has received a number of offers for employment in both the public and private sectors; though he has steadfastly declared his desire to remain in Miami-Dade.

Many believe that public education is at the doorstep of a transformational shift, moving forward into the digital age focused more than ever before on individualized student learning and preparation for careers that do not yet exist. Miami too is on the cusp of what many believe to be a "renaissance," hosting an explosion of culture, technology, and international finance. During this time of change and growth in education and our community it is critical that we are secure in the knowledge that the current administration, helmed by Mr. Carvalho, is committed to this District for as long as possible.

As such, it is appropriate to provide a salary adjustment for the Superintendent, to be negotiated, not to exceed the last salary parameters approved by this Board at its March 13, 2013 meeting.

**ACTION PROPOSED BY CHAIR
PERLA TABARES HANTMAN:**

That The School Board of Miami-Dade County, Florida, authorize the Chair to negotiate and execute a fourth addendum to the Superintendent of Schools' employment agreement, providing for a salary adjustment not to exceed the last salary parameters approved by this Board at its March 13, 2013 meeting.