

Ms. Perla Tabares Hantman, Chair

**SUBJECT:                    AUTHORIZE THE EXECUTION OF AN ADDENDUM TO THE  
                                  CHIEF AUDITOR’S EMPLOYMENT AGREEMENT, PROVIDING  
                                  FOR A SALARY ADJUSTMENT**

**COMMITTEE:                INNOVATION,        GOVERNMENTAL        RELATIONS,        AND  
                                  COMMUNITY ENGAGEMENT**

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

In accordance with School Board Policy 0132, *Executive*, and § 1001.42(12)(l) of the Florida Statutes, the School Board is authorized to appoint a Chief Auditor for the school district and enter into a contract for employment. At the School Board meeting of August 5, 2009, the Board approved Agenda Item H-8, authorizing the employment of Mr. Jose Montes de Oca as Chief Auditor for Miami-Dade County Public Schools.

Through Mr. Montes de Oca’s stewardship, the Office of Management and Compliance Audits has been successful in identifying millions of dollars in cost-savings and opportunities for improvement, thus ensuring the effective use of taxpayer funds and public resources. Mr. Montes de Oca has consistently reported on his performance to the School Board and the Board has indicated their satisfaction with his efforts.

At the Board Committee meetings of March 2, 2016, it was expressed that Mr. Montes de Oca had requested a salary increase to reflect his performance and to bring his compensation more in line with his peers. There appeared to be strong support for this request based on comments made by many of the Board Members present. Through subsequent conversations with him, it has been made clear that his desire is a positive salary adjustment, with all other terms and conditions of employment remaining unchanged.

Further, at the April 6, 2016 Innovation, Governmental Relations, and Community Engagement Committee meeting, the Board had an opportunity to discuss the merits of the Chief Auditor’s request and there was consensus that an increase would be supported in an amount not to exceed \$160,000, to be negotiated by the Chair on behalf of the Board. } A  
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Accordingly, it is appropriate to bring this item forward seeking authorization to negotiate and execute an addendum to the Chief Auditor’s employment agreement providing for a positive compensation adjustment, not to exceed \$160,000. } Revised

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

That The School Board of Miami-Dade County, Florida, authorize the Chair to negotiate and execute an addendum to the Chief Auditor’s employment agreement, providing for a positive salary adjustment, not to exceed \$160,000. } Revised