

Ms. Maria Teresa Rojas, Chair

**SUBJECT: AUTHORIZE THE SCHOOL BOARD CHAIR TO
NEGOTIATE AN ADDENDUM TO THE SUPERINTENDENT
OF SCHOOLS' EMPLOYMENT AGREEMENT, PROVIDING
FOR AN ADDITIONAL THREE (3) YEAR EXTENSION**

**COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY
SUPPORT**

**LINK TO STRATEGIC
PLAN: HIGHLY EFFECTIVE TEACHERS, LEADERS, & STAFF**

Pursuant to School Board Policy 0132 – *Executive-* and State Statute 1001.42 – *Powers and duties of district school board*; and 1001.50 -*Superintendents employed under Article IX of the Florida State Constitution*, the School Board is authorized to appoint and employ a Superintendent of Schools, fix his or her salary; and enter into a contract of employment to be negotiated with the individual being recommended for appointment to the position.

Dr. Jose L. Dotres began his tenure as Miami-Dade County Public Schools (M-DCPS) Superintendent on February 9, 2022, when his employment contract was executed. Section 1 of the employment agreement states: “In accordance with Agenda Item SP-1 duly adopted by the Board at its Board meeting held on January 24, 2022, the Board hereby employs Superintendent as Superintendent of Schools, and Superintendent hereby accepts and agrees to such employment for an initial term of two (2) years commencing on February 14, 2022, and ending on February 14, 2024 (“Original Term”), unless earlier terminated as provided in this Agreement. The Original Term will be automatically extended to June 30, 2024 (“Extension Term”), if the Superintendent provides written proof to the Board by November 1, 2023, that he has extended his Deferred Retirement Option Program (“DROP”) participation until June 30, 2024, and provides written proof that such extension of his DROP participation has been approved and granted by the Florida Retirement System in accordance with Florida Statute 121.091(13). Failure of the Superintendent to provide such written proof to the Board as required by this section by November 1, 2023, will serve to void the automatic extension and revert back to the Original Term of this Employment Agreement with the last date of employment for the Superintendent being on February 14, 2024.”

During the 2023 State Legislative session, Senate Bill (SB) 7024 made significant changes to the Deferred Retirement Option Program (DROP). First, the maximum allowable period for DROP has been extended from 60 to 96 months for all Florida Retirement System (FRS) participants in DROP, regardless of class membership and occupation. Governor DeSantis signed this bill into law June 5, 2023. Furthermore, all instructional and administrative personnel retain the option to extend their DROP period to “the last calendar month of the school year,” if their DROP termination occurs before the end of the year.

Dr. Dotres currently enjoys a broad-based community support and has earned the respect of students, parents, teachers, stakeholders, and the M-DCPS workforce. The District continues to attain outstanding gains in student achievement and in graduation rates. And, this past November 8, 2022, the citizens of Miami-Dade County overwhelmingly approved the *Secure Our Future* referendum by improving compensation for our outstanding teachers and instructional staff and by reinforcing numerous safety enhancements to ensure that all Miami Dade County students, teachers, and staff work in a safe learning environment. Dr. Dotres worked tirelessly to inform the public of the values of voting in support of this referendum.

During his tenure as Superintendent of Schools, M-DCPS has grown to be the third largest school district in the nation. Furthermore, Dr. Dotres has anchored his focus on additional areas which strengthen the value of the school district to the Miami-Dade County community. Some of these include increasing awareness and improving programs in our seven accredited technical and career colleges, expanding parental engagement via the Parent Academy, and developing innovative teacher recruitment and retention strategies. Moreover, he has supported the successful implementation of the new Florida State Standards and corresponding progress monitoring assessments.

At a time when vacancies for school superintendents in Florida are on the rise, it is time to make sure that this school district will continue to benefit from the support of M-DCPS stakeholders and a much needed districtwide stability to move Miami-Dade County Public Schools to a new generation of high achievement for all students.

This agenda item has been reviewed and approved by the General Counsel's Office as to form and legal sufficiency.

**ACTION PROPOSED BY CHAIR
MS. MARIA TERESA ROJAS:**

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

1. obtains written confirmation from the Superintendent of Schools of his intention to extend the DROP participation for an additional 36 months, until February 14, 2027;
2. extends the original term of the contract to June 30, 2027, provided that he submits to the Board written proof by November 1, 2026, that he has extended his DROP participation until June 30, 2027, and provides written proof that such extension of his DROP participation has been approved and granted by the Florida Retirement System, pursuant to FRS approved guidelines and applicable Florida Statutes; and
3. authorizes the Chair of the School Board to negotiate an addendum to the Superintendent of Schools' employment contract, providing for an additional three (3) years extension.