



AGENDA REQUEST FORM

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

MEETING DATE Jun 21 2016 10:15AM - Regular School Board Meeting

Special Order Request
 Yes No

ITEM No.:
HH-1.

AGENDA ITEM OPEN ITEMS

Time

CATEGORY HH. OFFICE OF THE GENERAL COUNSEL

DEPARTMENT Office of the General Counsel

Open Agenda
 Yes No

TITLE:
Deputy and Assistant General Counsel Contract Renewals

REQUESTED ACTION:
Approve (1) the Seventh Amendment to Employment Agreements for Deputy General Counsels Marilyn Batista-McNamara and Robert Paul Vignola and Assistant General Counsel Thomas C. Cooney and (2) the First Amendment to Employment Agreement with Kathelyn Jacques-Adams.

SUMMARY EXPLANATION AND BACKGROUND:
The current agreements with the two Deputy General Counsels and Assistant General Counsels expire on June 30, 2016.
See Supporting Docs for continuation of Summary Explanation and Background.

SCHOOL BOARD GOALS:
 Goal 1: High Quality Instruction Goal 2: Continuous Improvement Goal 3: Effective Communication

FINANCIAL IMPACT:
The estimated financial impact for the 2.5% salary increase will generate a payroll cost of approximately \$16,265.24 for the 2015-2016 school year, including fringe benefits.

EXHIBITS: (List)
(1) Summary Explanation and Background Continued (2) 6th Amendment to Agreement - M. Batista-McNamara (3) 6th Amendment to Agreement - R. Vignola (4) 6th Amendment to Agreement - T. Cooney (5) 1st Amendment to Agreement - K. Jacques-Adams (6) Agenda Item 012016GG2 ESMAB Salary Schedule

BOARD ACTION:
APPROVED
(For Official School Board Records Office Only)

SOURCE OF ADDITIONAL INFORMATION:
Name: Barbara J. Myrick, Esq. Phone: 754-321-2050
Name: Phone:

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Senior Leader & Title

Barbara J. Myrick - Interim General Counsel

Approved In Open Board Meeting On: JUN 21 2016

Signature
Barbara J. Myrick
6/12/2016 5:35:03 PM

By: Abby M. Freedman
School Board Chair
for the chair

HH-1 Deputy and Assistant General Counsel
Contract Renewals
06/21/16 RSBM

SUMMARY EXPLANATION AND BACKGROUND

The current agreements with the two Deputy General Counsels and Assistant General Counsels expire on June 30, 2016.¹ Attached to the agenda item are proposed renewals for the term of one year ending June 30, 2017 including salary adjustments consistent with the same percentage and terms awarded to ESMAB employees as provided on January 20, 2016, via Agenda Item GG-2.

The Interim General Counsel recommends the renewal of these agreements with the salary adjustments and met with the Legal Services Committee on May 4, 2016 to discuss same. The consensus of the Committee was to bring forward the agreements as attached.

End of Document

¹ Employment Agreements with Assistant General Counsels Douglas G. Griffin and Tria Lawton-Russell are addressed in Agenda Item HH-2.

**SEVENTH AMENDMENT TO
EMPLOYMENT AGREEMENT**

THIS SEVENTH AMENDMENT TO EMPLOYMENT AGREEMENT is made and entered into as of this 21st day of June 2016, by and between

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

(hereinafter referred to as "SBBC"),
a body corporate and political subdivision of the State of Florida,
whose principal place of business is
600 Southeast Third Avenue, Fort Lauderdale, Florida 33301

and

MARYLIN BATISTA-McNAMARA

(hereinafter referred to as "BATISTA-McNAMARA")

or

"DEPUTY GENERAL COUNSEL")

whose principal place of business is
600 Southeast Third Avenue, Fort Lauderdale, Florida 33301.

WITNESSETH:

WHEREAS, SBBC and BATISTA-McNAMARA entered into an Employment Agreement, dated on or about October 7, 2008 (hereinafter "Employment Agreement"); and

WHEREAS, SBBC subsequently amended the Employment Agreement on September 1, 2009, September 21, 2010, October 18, 2011, May 21, 2013, June 24, 2014 and May 19, 2015; and

WHEREAS, the current term of employment expires on June 30, 2016; and

WHEREAS, the parties mutually desire to extend the term of employment for an additional year as set forth herein.

NOW THEREFORE, in consideration of the premises and mutual agreements herein provided, the parties hereby agree as follows:

1. **RECITALS.**

The foregoing recitals are true and correct and incorporated herein by reference.

2. **EMPLOYMENT AND TERM.**

The following should be added to paragraph 2 of the Employment Agreement:

SBBC hereby employs BATISTA-McNAMARA as DEPUTY GENERAL COUNSEL, and BATISTA-McNAMARA hereby accepts and agrees to such employment, for an additional year, commencing July 1, 2016 and ending June 30, 2017.

3. **COMPENSATION.**

The following should be substituted as paragraph 4(A):

A. Salary / Compensation. For services rendered by the DEPUTY GENERAL COUNSEL pursuant to this Agreement, SBBC shall pay to and provide for the DEPUTY GENERAL COUNSEL the salary and other benefits described in this Agreement.

The DEPUTY GENERAL COUNSEL's salary for the 2015-2016 school year shall be adjusted consistent with the same percentage and terms awarded to ESMAB for the 2015-2016 school year.

4. **OTHER PROVISIONS IN EFFECT.**

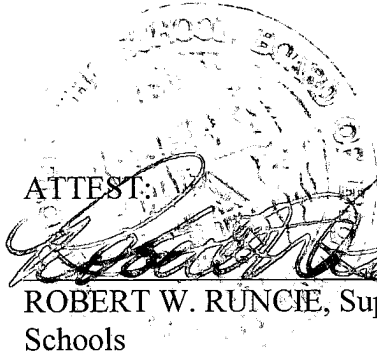
Except as expressly provided herein, all other portions of the Employment Agreement as amended remain in full force and effect.

IN WITNESS WHEREOF the parties hereto have hereunto signed their names and affixed their seals at Fort Lauderdale, Broward County, Florida, this ____ day of _____, 2016.

For SBBC

THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA

By Abby M. Freedman
DR. ROSALIND OSGOOD, Chair
for the chair



ATTEST:
Robert W. Runcie
ROBERT W. RUNCIE, Superintendent of
Schools

APPROVED AS TO FORM AND LEGAL
CONTENT

By Barbara J. Myrick
BARBARA J. MYRICK, INTERIM
GENERAL COUNSEL

For BATISTA-McNAMARA

Witnesses:

By: Marylin Batista
MARYLIN BATISTA-McNAMARA

Felicia Gauek

Joanne C. Fritz

STATE OF Florida)

COUNTY OF Broward)

The foregoing instrument was acknowledged before me this 10th day of June, 2016, by BATISTA-McNAMARA. She took an oath and is personally known to me or has produced N/A as identification.

My Commission Expires:

(SEAL)



JOANNE C. FRITZ
MY COMMISSION # FF 946387
EXPIRES: April 28, 2020
Bonded Thru Budget Notary Services

Joanne C. Fritz
Signature - Notary Public

Joanne C. Fritz
Notary's Printed Name

Notary's Commission Number

**SEVENTH AMENDMENT TO
EMPLOYMENT AGREEMENT**

THIS SIXTH AMENDMENT TO EMPLOYMENT AGREEMENT is made and entered into as of this 21st day of June 2016 by and between

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

(hereinafter referred to as "SBBC"),
a body corporate and political subdivision of the State of Florida,
whose principal place of business is
600 Southeast Third Avenue, Fort Lauderdale, Florida 33301

and

ROBERT PAUL VIGNOLA

(hereinafter referred to as "VIGNOLA")

or

"DEPUTY GENERAL COUNSEL")

whose principal place of business is
600 Southeast Third Avenue, Fort Lauderdale, Florida 33301.

WITNESSETH:

WHEREAS, SBBC and VIGNOLA entered into an Employment Agreement, dated on or about October 7, 2008 (hereinafter "Employment Agreement"); and

WHEREAS, SBBC subsequently amended the Employment Agreement on September 1, 2009, September 21, 2010, October 18, 2011, May 21, 2013, June 24, 2014 and May 19, 2015; and

WHEREAS, the current term of employment expires on June 30, 2016; and

WHEREAS, the parties mutually desire to extend the term of employment for an additional year as set forth herein.

NOW THEREFORE, in consideration of the premises and mutual agreements herein provided, the parties hereby agree as follows:

1. **RECITALS.**

The foregoing recitals are true and correct and incorporated herein by reference.

2. **EMPLOYMENT AND TERM.**

The following should be added to paragraph 2 of the Employment Agreement:

SBBC hereby employs VIGNOLA as DEPUTY GENERAL COUNSEL, and VIGNOLA hereby accepts and agrees to such employment, for an additional year, commencing July 1, 2016 and ending June 30, 2017.

3. **COMPENSATION.**

The following should be substituted as paragraph 4(A):

A. Salary / Compensation. For services rendered by the DEPUTY GENERAL COUNSEL pursuant to this Agreement, SBBC shall pay to and provide for the DEPUTY GENERAL COUNSEL the salary and other benefits described in this Agreement.

The DEPUTY GENERAL COUNSEL's salary for the 2015-2016 school year shall be adjusted consistent with the same percentage and terms awarded to ESMAB for the 2015-2016 school year.

4. **OTHER PROVISIONS IN EFFECT.**

Except as expressly provided herein, all other portions of the Employment Agreement as amended remain in full force and effect.

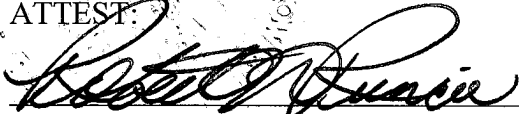
IN WITNESS WHEREOF the parties hereto have hereunto signed their names and affixed their seals at Fort Lauderdale, Broward County, Florida, this ____ day of _____, 2016.

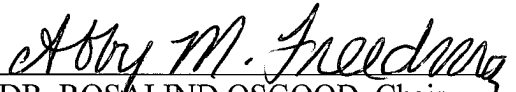


For SBBC

THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA

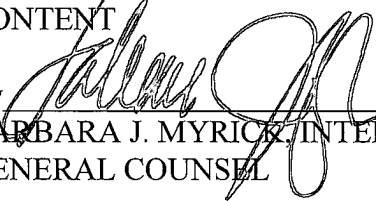
ATTEST:


ROBERT W. RUNCIE, Superintendent of
Schools

By 
DR. ROSALIND OSGOOD, Chair



APPROVED AS TO FORM AND LEGAL
CONTENT

By 
BARBARA J. MYRICK, INTERIM
GENERAL COUNSEL

For VIGNOLA

Witnesses:

Felipe Sanchez

Joanne C. Fritz

STATE OF Florida)

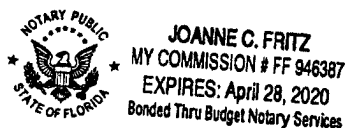
COUNTY OF Broward)

By: [Signature]
ROBERT PAUL VIGNOLA

The foregoing instrument was acknowledged before me this 10th day of June, 2016, by ROBERT PAUL VIGNOLA. He took an oath and is personally known to me or has produced N/A as identification.

My Commission Expires:

(SEAL)



[Signature]
Signature - Notary Public

Joanne C. Fritz
Notary's Printed Name

Notary's Commission Number

**SEVENTH AMENDMENT TO
EMPLOYMENT AGREEMENT**

THIS SEVENTH AMENDMENT TO EMPLOYMENT AGREEMENT is made and entered into as of this 21st day of June 2016 by and between

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

(hereinafter referred to as "SBBC"),
a body corporate and political subdivision of the State of Florida,
whose principal place of business is
600 Southeast Third Avenue, Fort Lauderdale, Florida 33301

and

THOMAS C. COONEY

(hereinafter referred to as "COONEY"
or
"ASSISTANT GENERAL COUNSEL")
whose principal place of business is
600 Southeast Third Avenue, Fort Lauderdale, Florida 33301.

WITNESSETH:

WHEREAS, SBBC and COONEY entered into an Employment Agreement, dated on or about October 7, 2008 (hereinafter "Employment Agreement"); and

WHEREAS, SBBC subsequently amended the Employment Agreement on September 1, 2009, September 21, 2010, October 18, 2011, May 21, 2013, June 24, 2014 and May 19, 2015;
and

WHEREAS, the current term of employment expires on June 30, 2016; and

WHEREAS, the parties mutually desire to extend the term of employment for an additional year as set forth herein.

NOW THEREFORE, in consideration of the premises and mutual agreements herein provided, the parties hereby agree as follows:

1. **RECITALS.**

The foregoing recitals are true and correct and incorporated herein by reference.

2. **EMPLOYMENT AND TERM.**

The following should be added to paragraph 2 of the Employment Agreement:

SBBC hereby employs COONEY as ASSISTANT GENERAL COUNSEL, and COONEY hereby accepts and agrees to such employment, for an additional year, commencing July 1, 2016 and ending June 30, 2017.

3. **COMPENSATION.**

The following should be substituted as paragraph 4(A):

A. Salary / Compensation. For services rendered by the ASSISTANT GENERAL COUNSEL pursuant to this Agreement, SBBC shall pay to and provide for the ASSISTANT GENERAL COUNSEL the salary and other benefits described in this Agreement.

The ASSISTANT GENERAL COUNSEL's salary for the 2015-2016 school year shall be adjusted consistent with the same percentage and terms awarded to ESMAB for the 2015-2016 school year.

4. **OTHER PROVISIONS IN EFFECT.**

Except as expressly provided herein, all other portions of the Employment Agreement as amended remain in full force and effect.


IN WITNESS WHEREOF the parties hereto have hereunto signed their names and affixed their seals at Fort Lauderdale, Broward County, Florida, this ____ day of _____, 2016.




For SBBC

THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA

ATTEST:


ROBERT W. RUNCIE, Superintendent of
Schools

By 
DR. ROSALIND OSGOOD, Chair
In the chair

APPROVED AS TO FORM AND LEGAL
CONTENT

By 
BARBARA J. MYRICK, INTERIM
GENERAL COUNSEL

For COONEY

Witnesses:

By:

THOMAS C. COONEY

Thomas C. Cooney

Refugio Grueh

Joanne C. Fritz

STATE OF Florida)

COUNTY OF Broward)

The foregoing instrument was acknowledged before me this 10th day of June, 2016, by THOMAS C. COONEY. He took an oath and is personally known to me or has produced n/a as identification.

My Commission Expires:

(SEAL)



JOANNE C. FRITZ
MY COMMISSION # FF 946387
EXPIRES: April 28, 2020
Bonded Thru Budget Notary Services

Joanne C. Fritz

Signature - Notary Public

Joanne C. Fritz

Notary's Printed Name

Notary's Commission Number

**FIRST AMENDMENT TO
EMPLOYMENT AGREEMENT**

THIS FIRST AMENDMENT TO EMPLOYMENT AGREEMENT is made and entered into as of this 21st day of June 2016 by and between

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

(hereinafter referred to as "SBBC"),
a body corporate and political subdivision of the State of Florida,
whose principal place of business is
600 Southeast Third Avenue, Fort Lauderdale, Florida 33301

and

KATHELYN JACQUES-ADAMS

(hereinafter referred to as "JACQUES-ADAMS" or
"ASSISTANT GENERAL COUNSEL")
whose principal place of business is
600 Southeast Third Avenue, Fort Lauderdale, Florida 33301

WITNESSETH:

WHEREAS, SBBC and JACQUES-ADAMS entered into an Employment Agreement, dated on or about May 19, 2015 (hereinafter "Employment Agreement"); and

WHEREAS, the current term of employment expires on June 30, 2016; and

WHEREAS, the parties mutually desire to extend the term of employment for an additional year as set forth herein.

NOW THEREFORE, in consideration of the premises and mutual agreements herein provided, the parties hereby agree as follows:

1. **RECITALS**. The foregoing recitals are true and correct and incorporated herein by reference.

2. **EMPLOYMENT AND TERM.**

The following should be added to paragraph 2 of the Employment Agreement:

SBBC hereby employs JACQUES-ADAMS as ASSISTANT GENERAL COUNSEL and JACQUES-ADAMS hereby accepts and agrees to such employment, for an additional year, commencing July 1, 2016 and ending June 30, 2017.

3. **COMPENSATION**

The following should be substituted as paragraph 4(B):

A. Salary / Compensation. For services rendered by the ASSISTANT GENERAL COUNSEL pursuant to this Agreement, SBBC shall pay to and provide for the ASSISTANT GENERAL COUNSEL the salary and other benefits described in this Agreement.

The ASSISTANT GENERAL COUNSEL's salary for the 2015-2016 school year shall be adjusted consistent with the same percentage and terms awarded to ESMAB for the 2015-2016 school year.

4. **OTHER PROVISIONS IN EFFECT.**

Except as expressly provided herein, all other portions of the Employment Agreement as amended remain in full force and effect.


IN WITNESS WHEREOF the parties hereto have hereunto signed their names and affixed their seals at Fort Lauderdale, Broward County, Florida, this ____ day of _____, 2016.




For SBBC

THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA

ATTEST:


ROBERT W. RUNCIE, Superintendent of
Schools

By 
DR. ROSALIND OSGOOD, Chair
for the chair

APPROVED AS TO FORM AND LEGAL
CONTENT

By 
BARBARA J. MYRICK, INTERIM
GENERAL COUNSEL

For JACQUES-ADAMS

Witnesses:

Suzanne Burg

Joanne C. Fritz

STATE OF Florida)

COUNTY OF Broward)

By: Kathelyn Jacques-Adams
KATHELYN JACQUES-ADAMS

The foregoing instrument was acknowledged before me this 10th day of June,
2016, by JACQUES-ADAMS. She took an oath and is personally known to me or has produced
n/a as identification.

My Commission Expires:

(SEAL)



JOANNE C. FRITZ
MY COMMISSION # FF 946387
EXPIRES: April 28, 2020
Licensed Thru Budget Notary Services

Joanne C. Fritz
Signature - Notary Public

Joanne C. Fritz
Notary's Printed Name

Notary's Commission Number



AGENDA REQUEST FORM

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Special Order Request

Yes No

Time
10:45 AM

Open Agenda

Yes No

ITEM No.:

GG-2.

MEETING DATE

Jan 20 2016 10:15AM - Regular School Board Meeting

AGENDA ITEM

OPEN ITEMS

CATEGORY

GG. OFFICE OF HUMAN RESOURCES

DEPARTMENT

Employee & Labor Relations

TITLE:

2015-2016 ESMAB Salary Schedule for Educational Support & Management Association of Broward, Inc. (ESMAB)

REQUESTED ACTION:

Adopt the attached 2015-2016 ESMAB Salary Schedule for the Meet and Confer Group, Educational Support & Management Association of Broward, Inc. (ESMAB).

SUMMARY EXPLANATION AND BACKGROUND:

This Agreement provides for an overall 2.5% increase to the salaries and schedule of eligible employees covered under the ESMAB group, effective July 1, 2015.

SCHOOL BOARD GOALS:

Goal 1: High Quality Instruction Goal 2: Continuous Improvement Goal 3: Effective Communication

FINANCIAL IMPACT:

The estimated financial impact for the 2.5% salary increase for eligible employees will generate a total payroll cost of approximately \$667,415 for the 2015-2016 school year, including fringe benefits.

EXHIBITS: (List)

(1) Exhibit1_ESMABSalarySchedule2015_2016

BOARD ACTION:

ADOPTED

(For Official School Board Records Office Only)

SOURCE OF ADDITIONAL INFORMATION:

Name: Robert W. Runcie

Phone: 754-321-2600

Name: Dorothy W, Davis

Phone: 754-321-2140

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Senior Leader & Title

Dorothy W. Davis - Director

Approved In Open Board Meeting On:

JAN 20 2016

Signature

Dorothy W. Davis

1/12/2016, 11:57:18 AM

By:

Dorothy W. Davis

School Board Chair

**Educational Support Management Association of Broward, INC.
(ESMAB)
Salary Band Schedule
2015-2016 2014-2015 2013-2014**

| SALARY BAND | | MINIMUM ----- | MIDPOINT ----- | MAXIMUM ----- |
|--------------------|---|-------------------------|--------------------------|-------------------------|
| S | A | \$113,341 | \$153,262 | \$190,349 |
| | D | \$464.51 | \$628.12 | \$780.12 |
| | H | \$61.93499 | \$83.74955 | \$104.01574 |
| E | A | \$99,110 | \$133,454 | \$165,320 |
| | D | \$406.19 | \$546.94 | \$677.54 |
| | H | \$54.15872 | \$72.92563 | \$90.33857 |
| D | A | \$80,028 | \$113,293 | \$144,559 |
| | D | \$327.98 | \$464.32 | \$592.45 |
| | H | \$43.73089 | \$61.90900 | \$78.99385 |
| C | A | \$70,343 | \$94,539 | \$116,977 |
| | D | \$288.29 | \$387.45 | \$479.41 |
| | H | \$38.43873 | \$51.66064 | \$63.92159 |
| B | A | \$61,088 | \$82,610 | \$102,604 |
| | D | \$250.36 | \$338.57 | \$420.51 |
| | H | \$33.38160 | \$45.14202 | \$56.06791 |
| A2 | A | \$53,046 | \$71,734 | \$89,096 |
| | D | \$217.40 | \$293.99 | \$365.15 |
| | H | \$28.98690 | \$39.19907 | \$48.68656 |
| A1 | A | \$42,930 | \$60,690 | \$77,377 |
| | D | \$175.94 | \$248.73 | \$317.12 |
| | H | \$23.45912 | \$33.16402 | \$42.28245 |

Eligible employees shall receive a 2.5% increase effective July 1, 2015.

The salary schedule midpoint and maximum rates shall be increased by 2.5% effective July 1, 2015. No movement to the minimum salary range.

(Employees hired into the ESMAB unit after July 1, 2015, shall not be eligible to receive the salary increase.)

~~The rates on this salary schedule and employee salaries subject to it shall increase by 2.2% effective July 1, 2014.~~

~~Employee salaries subject to this schedule shall increase 2.5% effective January 1, 2014. Employees employed on January 1, 2014 shall be eligible to receive this increase.~~