



AGENDA REQUEST FORM

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

MEETING DATE	Jun 21 2016 10:15AM - Regular School Board Meeting
AGENDA ITEM	OPEN ITEMS
CATEGORY	HH. OFFICE OF THE GENERAL COUNSEL
DEPARTMENT	Office of the General Counsel

Special Order Request	<input type="radio"/> Yes <input checked="" type="radio"/> No
Time	
Open Agenda	<input checked="" type="radio"/> Yes <input type="radio"/> No

ITEM No.:
HH-2.

TITLE:
Contract Renewals for Assistant General Counsel Douglas G. Griffin and Administrative Counsel Tria Lawton-Russell

REQUESTED ACTION:
Approve the Second Amendment to Employment Agreements for Assistant General Counsel Douglas G. Griffin and Administrative Counsel Tria Lawton-Russell.

SUMMARY EXPLANATION AND BACKGROUND:
The current agreements with Assistant General Counsel Douglas G. Griffin and Administrative Counsel Tria Lawton-Russell 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 \$6,552.37 for the 2015-2016 school year, including fringe benefits, for both the Administrative Counsel and Assistant General Counsel. The estimated financial impact for the additional adjustment to the salary of the Assistant General Counsel will generate a payroll cost of \$17,716.90 for the 2016-2107 school year, including fringe benefits.

EXHIBITS: (List)
(1) Summary Explanation and Background Continued (2) Second Amendment to Employment Agreement-D. Griffin (3) Second Amendment to Employment Agreement-T. Lawton-Russell (4) 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

Signature
Barbara J. Myrick
6/14/2016 10:59:49 AM

Approved In Open Board Meeting On: JUN 21 2016

By: *Abby M. Friedman*
School Board Chair
for the chair

HH-2 Contract Renewals for Assistant
General Counsel Douglas G. Griffin and
Administrative Counsel Tria Lawton-
Russell.
06/21/16 RSBM

SUMMARY EXPLANATION AND BACKGROUND

The current agreements with Assistant General Counsel Douglas G. Griffin and Administrative Counsel Tria Lawton-Russell expire on June 30, 2016. 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.

There is an additional adjustment to the salary of Assistant General Counsel related to changes in the scope of employment due to the reporting restructuring of the Administrative Counsel. As reported through the approval of the Organizational Chart, the Administrative Counsel, who previously reported to the Superintendent, will report to the Assistant General Counsel (Labor/Personnel) beginning July 1, 2016. The Job Descriptions for these changes were approved at the June 15, 2016 Regular School Board meeting.

The Interim General Counsel recommends the renewal of these agreements with the salary adjustments.

End of Document

**SECOND AMENDMENT TO
EMPLOYMENT AGREEMENT**

THIS SECOND 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

DOUGLAS G. GRIFFIN

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

WITNESSETH:

WHEREAS, SBBC and GRIFFIN entered into an Employment Agreement, dated on or about January 22, 2014 (hereinafter "Employment Agreement"); and

WHEREAS, SBBC subsequently amended the Employment Agreement on 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; and

WHEREAS, the parties mutually desire to revise the Employment Agreement to expand GRIFFIN's scope of employment to include matters related to employment and the supervision of the Administrative Counsel position.

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 GRIFFIN as ASSISTANT GENERAL COUNSEL, and GRIFFIN 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.

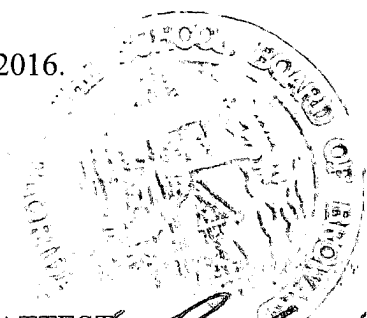
The ASSISTANT GENERAL COUNSEL's salary for the 2015-2016 school year shall be adjusted consistent with the same percentage and terms awarded to ESMAB for the 2015-2016 school year.

The ASSISTANT GENERAL COUNSEL's salary for the 2016-2017 school year shall be increased by \$15,000 as compensation for the increase in his scope of employment, including but not limited to, the supervision of Administrative Counsel.

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 21st day of June, 2016.



For SBBC

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

ATTEST:

Robert W. Runcie

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

ROBERT W. RUNCIE, Superintendent of Schools

APPROVED AS TO FORM AND LEGAL CONTENT

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

For GRIFFIN

Witnesses:

Felicia Grauek
Joanne C. Fritz
STATE OF Florida)

By: [Signature]
DOUGLAS G. GRIFFIN

COUNTY OF Broward)

The foregoing instrument was acknowledged before me this 13th day of June, 2016, by DOUGLAS G. GRIFFIN. 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

**SECOND AMENDMENT TO
EMPLOYMENT AGREEMENT**

THIS SECOND 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

TRIA LAWTON-RUSSELL

(hereinafter referred to as "LAWTON-RUSSELL" or
"ADMINISTRATIVE COUNSEL")
whose principal place of business is
600 Southeast Third Avenue, Fort Lauderdale, Florida 33301.

WITNESSETH:

WHEREAS, SBBC and LAWTON-RUSSELL entered into an Employment Agreement, dated on or about April 15, 2014 (hereinafter "Employment Agreement"); and

WHEREAS, SBBC subsequently amended the Employment Agreement on 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 LAWTON-RUSSELL as ADMINISTRATIVE COUNSEL, and LAWTON-RUSSELL 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 ADMINISTRATIVE COUNSEL pursuant to this Agreement, SBBC shall pay to and provide for the ADMINISTRATIVE COUNSEL the salary and other benefits described in this Agreement.

The ADMINISTRATIVE 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:

Handwritten signature of Robert W. Runcie in cursive script.

ROBERT W. RUNCIE, Superintendent of
Schools

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

APPROVED AS TO FORM AND LEGAL
CONTENT

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

For LAWTON-RUSSELL

By: *Tria Lawton Russell*
TRIA LAWTON-RUSSELL

Witnesses:

Andrea Spagna

Joanne C Fritz
STATE OF Florida)

COUNTY OF Broward)

The foregoing instrument was acknowledged before me this 13th day of June, 2016, by TRIA LAWTON-RUSSELL. 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



AGENDA REQUEST FORM

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

Special Order Request	
<input checked="" type="radio"/> Yes	<input type="radio"/> No
Time	
10:45 AM	
Open Agenda	
<input checked="" type="radio"/> Yes	<input type="radio"/> 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
 Signature

Dorothy W. Davis
 1/12/2016, 11:57:18 AM

Approved In Open Board Meeting On: JAN 20 2016
 By: *Rosalind Argood*
 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.~~