

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT is made and entered into as of this 2nd day of October, 2019, 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

ANDREW B. CARRABIS

(hereinafter referred to as “CARRABIS” or
“ADMINISTRATIVE COUNSEL”)
whose principal place of business is
600 Southeast Third Avenue, Fort Lauderdale, Florida 33301

WITNESSETH:

WHEREAS, SBBC desires that CARRABIS be employed as ADMINISTRATIVE COUNSEL, and CARRABIS desires to accept such employment.

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.** SBBC hereby employs CARRABIS as ADMINISTRATIVE COUNSEL and CARRABIS hereby accepts and agrees to such employment for a term commencing November 4, 2019 and ending June 30, 2020.

3. DUTIES.

A. Duties and Assignments: In the conduct of his duties, the ADMINISTRATIVE COUNSEL shall report to the Assistant General Counsel (Labor/Personnel Attorney) in the General Counsel's Office and be responsible and accountable to the GENERAL COUNSEL and/or his or her designee. The duties and assignments of CARRABIS as ADMINISTRATIVE COUNSEL are delineated in the Board approved Job Description for Administrative Counsel.

B. No Conflicting Legal Practice: The ADMINISTRATIVE COUNSEL will not accept legal business which will in any way conflict with the legal business of SBBC and will spend full time on business of SBBC.

C. Evaluation: The ADMINISTRATIVE COUNSEL shall undergo an annual evaluation by the Assistant General Counsel (Labor/Personnel Attorney) in concert with the General Counsel using an evaluation instrument designed / approved by the General Counsel.

4. PROBATIONARY PERIOD / COMPENSATION.

A. Probationary Period There will be a probationary period of ninety (90) days from the commencement date of employment. During the probationary period, CARRABIS may be terminated without cause.

B. Salary/Compensation For all 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 shall receive an annual salary of One Hundred Fifteen Thousand Dollars and 00/100 (\$115,000.00), less appropriate deductions for

employment taxes and income tax withholding. Such salary shall be paid in accordance with SBBC's normal payroll procedures.

C. **Retirement.** In addition to the salary provided in Paragraph B above, the ADMINISTRATIVE COUNSEL shall participate in the Florida Retirement System and all other retirement programs for which he is or may become eligible during the term of this Agreement.

D. **Insurance.** For each year of this Agreement, SBBC shall provide health, dental, vision, life insurance and other flexible insurance benefits which the ADMINISTRATIVE COUNSEL elects for himself from SBBC's standard benefit program available to administrative employees. The ADMINISTRATIVE COUNSEL's family will be eligible for these benefits in the same manner as are the families of other managerial employees of SBBC.

E. **Expenses.** SBBC shall pay or reimburse the ADMINISTRATIVE COUNSEL for his reasonable and necessary expenses incurred in the performance of his duties hereunder in accordance with applicable state law and SBBC policies. Without limiting the generality of the foregoing, SBBC shall pay all expenses for the ADMINISTRATIVE COUNSEL to attend professional and official meetings, seminars, continuing legal education programs, and other meetings and functions that the GENERAL COUNSEL and/or his or her designee deem relevant to the performance of the ADMINISTRATIVE COUNSEL's duties hereunder without further SBBC approval, and shall pay all membership fees and dues (including Bar dues) of the ADMINISTRATIVE COUNSEL in such professional organizations and associations as the GENERAL COUNSEL and/or his or her designee deem appropriate and in the furtherance of the performance of the ADMINISTRATIVE COUNSEL's duties hereunder.

The ADMINISTRATIVE COUNSEL may hold offices or accept responsibilities in said professional organizations and associations, provided that such responsibilities do not interfere with the performance of his duties to SBBC.

F. Other Benefits. The ADMINISTRATIVE COUNSEL shall have the right to participate in any benefit or program to which other 12-month administrative employees of SBBC are entitled, unless otherwise expressly set forth herein.

G. Vacation, Sick Leave and Terminal Pay.

1. Vacation, Sick Leave and Holidays. During the term of employment under this Agreement, the ADMINISTRATIVE COUNSEL shall be entitled to the same annual leave benefits as authorized by SBBC's policies for administrative employees on 12-month calendars. In addition, the ADMINISTRATIVE COUNSEL shall be entitled to sick leave as authorized by SBBC's policies for administrative employees on 12-month calendars. The ADMINISTRATIVE COUNSEL shall be entitled to the same holidays as the 12-month administrative employees of SBBC.

2. Terminal Pay. Upon termination of employment, the ADMINISTRATIVE COUNSEL shall receive: (a) payment in a lump sum of accrued, but unused vacation time at the rates and up to the limits set forth in Board Policy 4480, as amended, as applicable to administrative employees hired on or after July 1, 1995; and (b) payment in a lump sum of accrued, but unused, sick leave at the rates earned and up to the limits set forth in Board Policy 4305, as amended, applicable to administrative employees hired on or before July 1, 1995. These lump sum payments shall be in addition to any other amounts payable to the

ADMINISTRATIVE COUNSEL upon termination of employment under this Agreement and applicable law.

5. TERMINATION.

A. Termination for Disability. SBBC shall have the right to terminate the ADMINISTRATIVE COUNSEL's employment hereunder in the event of his disability to perform fully his duties hereunder. In such event, SBBC shall pay to the ADMINISTRATIVE COUNSEL, as severance pay and in full satisfaction of SBBC's obligations hereunder, a lump sum equivalent to his salary remaining payable under the remaining portion of the term of this Agreement but in no event more than twenty (20) weeks of compensation, together with such payments or benefits as would have accrued to him if this Agreement had then expired by its express terms plus the termination benefits set forth in Section 4G of this Agreement. The ADMINISTRATIVE COUNSEL agrees that SBBC shall have sole and absolute discretion to decide upon such termination, and that in event of such termination, he waives all rights to contest or challenge SBBC's decision and will accept the benefits provided above in full satisfaction of SBBC's obligations hereunder and in full release of any and all claims against SBBC under this Agreement.

B. Termination. This Agreement may be terminated by SBBC for unsatisfactory performance by the ADMINISTRATIVE COUNSEL upon ninety (90) days written notice to the ADMINISTRATIVE COUNSEL. In such case, the ADMINISTRATIVE COUNSEL shall be entitled to termination benefits set forth in Section 4G of this Agreement.

C. Termination by Resignation. This Agreement may also be terminated by CARRABIS by means of a resignation during the term of this Agreement without

the consent of SBBC upon thirty (30) days notice. In such case, he will receive the termination benefits set forth in Section 4G of this Agreement.

D. Payment in the Event of Death. In the event of the death of the ADMINISTRATIVE COUNSEL at any time during the term of this Agreement, SBBC shall pay to his surviving spouse, if any, or if the ADMINISTRATIVE COUNSEL does not have a surviving spouse, to the ADMINISTRATIVE COUNSEL's estate, an amount equal to the portion of the ADMINISTRATIVE COUNSEL's salary to which he was entitled through the date of his death, payable within one month of the date of his death, plus the termination benefits set forth in Section 4G together with such payments or benefits as may otherwise be applicable.

6. ENTIRE AGREEMENT. This Agreement contains the entire agreement concerning employment arrangements between SBBC and the ADMINISTRATIVE COUNSEL.

7. NOTICE PROVISION. When any of the parties desire to give notice to the other, such notice must be in writing, sent by U.S. Mail, postage prepaid, addressed to the party for whom it is intended at the place last specified. The place for giving such notice shall remain such until it is changed by written notice in compliance with the provisions of this paragraph. For the present, the parties designate the following as the respective places for giving notice:

To SBBC:

General Counsel
The School Board of Broward County, Florida
Kathleen C. Wright Administration Building
600 Southeast Third Avenue - 11th Floor
Fort Lauderdale, Florida 33301

To CARRABIS:

ANDREW B. CARRABIS

At such residential address as CARRABIS maintains on file with Human Resources / Personnel

8. ASSIGNMENT. This Agreement shall inure to the benefit of, and shall be binding upon SBBC, its successors and assigns, and the ADMINISTRATIVE COUNSEL, his heirs and personal representative, but may not be assigned by the ADMINISTRATIVE COUNSEL.

9. PARTIAL INVALIDITY. If any provision or any part of this Agreement is determined to be unlawful, void or invalid, that determination shall not affect any other provision of this Agreement and all such provisions shall remain in full force and effect.

10. APPLICABLE LAW & VENUE. This Agreement shall be interpreted and construed according to the laws of the State of Florida. This Agreement is made and entered into in Broward County, Florida which is the proper venue for any litigation arising under this Agreement.

11. PARAGRAPH HEADINGS. The paragraph headings contained herein are for reference only and shall not in any way affect the meaning or interpretation of this Agreement.

12. MODIFICATION. Any modification of this Agreement shall be in writing and executed by both parties.

13. AUTHORITY PROVISION. Each person signing this Agreement on behalf of either party individually warrants that he or she has full legal power to execute this Agreement on behalf of the party for whom he or she is signing, and to bind and obligate such party with respect to all provisions contained in this Agreement.

IN WITNESS WHEREOF the parties hereto have hereunto signed their names and affixed their seals at Fort Lauderdale, Broward County, Florida, this ____ day of _____, 2019.

For SBBC

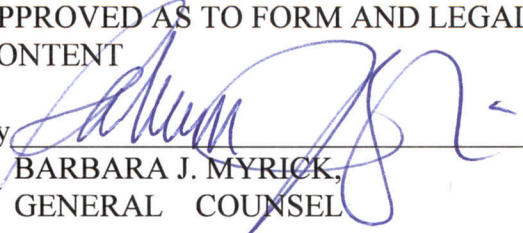
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

ATTEST:

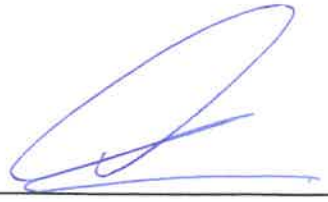
By _____
HEATHER P. BRINKWORTH, Chair

ROBERT W. RUNCIE, Superintendent of Schools

APPROVED AS TO FORM AND LEGAL CONTENT

By 
BARBARA J. MYRICK,
GENERAL COUNSEL

For ADMINISTRATIVE COUNSEL

By: 
ANDREW B. CARRABIS

Witnesses
Tara Chahine
Latoscha Gordon

STATE OF Florida)
COUNTY OF Palm Beach

The foregoing instrument was acknowledged before me this 26 day of September 2019, by CARRABIS. He took an oath and is personally known to me or has produced FL ID / personally known as identification.

My Commission Expires:
(SEAL)

TChahine
Signature - Notary Public
Tara Chahine
Notary's Printed Name
GG012958
Notary's Commission Number

