

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT is made and entered into as of this 22nd day of January, 2014, by and between

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

(hereinafter referred to as “THE SCHOOL BOARD”),
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, THE SCHOOL BOARD desires that GRIFFIN be employed as ASSISTANT GENERAL COUNSEL, and GRIFFIN desires to accept such employment.

NOW THEREFORE, in consideration of the premises and mutual agreements herein provided, THE SCHOOL BOARD and GRIFFIN hereby agree as follows:

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

2. **EMPLOYMENT AND TERM.** THE SCHOOL BOARD hereby employs GRIFFIN as ASSISTANT GENERAL COUNSEL and GRIFFIN hereby accepts and agrees to such employment for a term commencing January 27, 2014 and ending June 30, 2015.

3. **DUTIES.**

A. **Duties and Assignments:** In the conduct of his duties, the ASSISTANT GENERAL COUNSEL shall be fully and solely responsible and accountable to the GENERAL

COUNSEL and/or his or her designee. The duties and assignments of GRIFFIN as ASSISTANT GENERAL COUNSEL shall include but are not limited to:

1. Represents the School Board, as legal counsel, in all labor law related court litigation and third party proceedings, such as: grievance arbitrations, impasse proceedings, mediations, Public Employee Relations Commission (PERC) hearings, i.e., unfair labor practice charges, representation/certification petitions, unit clarifications, petitions, representation elections, and decertification petitions.
2. Provides advice and legal assistance to the Superintendent, Chief Human Resources Officer, Office of Employee Relations, on all matters related to the management of the District's Labor Relations Program.
3. Monitors changes in state and federal labor laws, i.e., to ensure ongoing compliance by the district.
4. Perform and promote all activities in compliance with equal employment and nondiscrimination policies of The School Board of Broward County, Florida.
5. Participate successfully in the training programs offered to increase the individual's skill and proficiency related to the assignments.
6. Review current developments, literature and technical sources of information related to job responsibility.
7. Ensure adherence to good safety procedures.
8. Follow federal and state laws, as well as School Board policies.
9. Perform other duties as assigned by the General Counsel, designee, or Deputy General Counsel.

B. No Conflicting Legal Practice: The ASSISTANT GENERAL COUNSEL will not accept legal business which will in any way conflict with the legal business of THE SCHOOL BOARD and will spend full time on business of THE SCHOOL BOARD.

C. **Evaluation:** The Assistant General Counsel shall undergo an annual evaluation by 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, GRIFFIN may be terminated without cause.

B. **Salary/Compensation** For all services rendered by the ASSISTANT GENERAL COUNSEL pursuant to this Agreement, THE SCHOOL BOARD shall pay to and provide for the ASSISTANT GENERAL COUNSEL the salary and other benefits described in this Agreement.

The ASSISTANT GENERAL COUNSEL shall receive an annual salary of One Hundred Twenty Two Thousand Dollars and 00/100 (\$122,000), less appropriate deductions for employment taxes and income tax withholding. Such salary shall be paid in accordance with THE SCHOOL BOARD's normal payroll procedures.

C. **Retirement.** In addition to the salary provided in Paragraph B above, the ASSISTANT GENERAL 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, THE SCHOOL BOARD shall provide health, dental, vision, life insurance and other flexible insurance benefits which the ASSISTANT GENERAL COUNSEL elects for himself from THE SCHOOL BOARD's standard

benefit program available to administrative employees. The ASSISTANT GENERAL COUNSEL's family will be eligible for these benefits in the same manner as are the families of other managerial employees of THE SCHOOL BOARD.

E. Expenses. THE SCHOOL BOARD shall pay or reimburse the ASSISTANT GENERAL COUNSEL for his reasonable and necessary expenses incurred in the performance of his duties hereunder in accordance with applicable state law and SCHOOL BOARD policies. Without limiting the generality of the foregoing, THE SCHOOL BOARD shall pay all expenses for the ASSISTANT GENERAL COUNSEL to attend professional and official meetings, seminars, continuing legal education programs, and other meetings and functions that the GENERAL COUNSEL deems relevant to the performance of the ASSISTANT GENERAL COUNSEL's duties hereunder without further SCHOOL BOARD approval, and shall pay all membership fees and dues (including Bar dues) of the ASSISTANT GENERAL COUNSEL in such professional organizations and associations as the GENERAL COUNSEL deems appropriate and in the furtherance of the performance of the ASSISTANT GENERAL COUNSEL's duties hereunder. The ASSISTANT GENERAL COUNSEL may hold offices or accept responsibilities in said professional organizations and associations, provided that such responsibilities do not interfere with the performance of her duties to THE SCHOOL BOARD.

F. Other Benefits. The ASSISTANT GENERAL COUNSEL shall have the right to participate in any benefit or program to which other 12-month administrative employees of THE SCHOOL BOARD 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 ASSISTANT GENERAL COUNSEL shall be entitled to

the same annual leave benefits as authorized by The School Board's policies for administrative employees on 12-month calendars. In addition, the ASSISTANT GENERAL COUNSEL shall be entitled to sick leave as authorized by The School Board's policies for administrative employees on 12-month calendars. The ASSISTANT GENERAL COUNSEL shall be entitled to the same holidays as the 12-month administrative employees of THE SCHOOL BOARD.

2. **Terminal Pay.** Upon termination of employment, the ASSISTANT GENERAL 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 ASSISTANT GENERAL COUNSEL upon termination of employment under this Agreement and applicable law.

5. **TERMINATION.**

A. **Termination for Disability.** THE SCHOOL BOARD shall have the right to terminate the ASSISTANT GENERAL COUNSEL's employment hereunder in the event of his disability to perform fully his duties hereunder. In such event, THE SCHOOL BOARD shall pay to the ASSISTANT GENERAL COUNSEL, as severance pay and in full satisfaction of THE SCHOOL BOARD'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 ASSISTANT GENERAL COUNSEL agrees that THE SCHOOL BOARD 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 THE SCHOOL BOARD's decision and will accept the benefits provided above in full satisfaction of THE SCHOOL BOARD's obligations hereunder and in full release of any and all claims against THE SCHOOL BOARD under this Agreement.

B. Termination. This Agreement may be terminated by THE SCHOOL BOARD for unsatisfactory performance by the ASSISTANT GENERAL COUNSEL upon ninety (90) days written notice to the ASSISTANT GENERAL COUNSEL. In such case, the ASSISTANT GENERAL 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 GRIFFIN by means of a resignation during the term of this Agreement without the consent of THE SCHOOL BOARD 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 ASSISTANT GENERAL COUNSEL at any time during the term of this Agreement, THE SCHOOL BOARD shall pay to his surviving spouse, if any, or if the ASSISTANT GENERAL COUNSEL does not have a surviving spouse, to the ASSISTANT GENERAL COUNSEL's estate, an amount equal to the portion of the ASSISTANT GENERAL 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 THE SCHOOL BOARD and the ASSISTANT GENERAL 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 The School Board: 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 GRIFFIN: Douglas G. Griffin
At such residential address as GRIFFIN maintains on file
with Human Resources / Personnel

8. **ASSIGNMENT.** This Agreement shall inure to the benefit of, and shall be binding upon THE SCHOOL BOARD, its successors and assigns, and the ASSISTANT GENERAL COUNSEL, his heirs and personal representative, but may not be assigned by the ASSISTANT GENERAL 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 _____, 2014.

[Remainder of page intentionally blank – signatures on following page.]

For The School Board

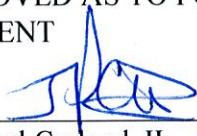
THE SCHOOL BOARD OF BROWARD
COUNTY, FLORIDA

ATTEST:

By _____
Patricia Good, Chair

Robert W. Runcie, Superintendent of
Schools

APPROVED AS TO FORM AND LEGAL
CONTENT

By  1/14/14

J. Paul Carland, II - General Counsel

For ASSISTANT GENERAL COUNSEL

Witnesses:

[Signature]
[Signature]

STATE OF Florida)

COUNTY OF Volusia


By: [Signature]
DOUGLAS G. GRIFFIN

The foregoing instrument was acknowledged before me this 13th day of January, 2014, by GRIFFIN. He took an oath and is personally known to me or has produced _____ as identification.

My Commission Expires:

(SEAL)

[Signature]
Signature - Notary Public

 G. LYNNE PAGE
Notary's Print Name
COMMISSION # EE 838898
EXPIRES: January 21, 2017
Bonded Thru Budget Notary Services

Notary's Commission Number