

Office of Superintendent of Schools  
Board Meeting of January 17, 2001

January 4, 2001

Office of School Board Attorney  
Johnny Brown, Board Attorney

**SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT**  
**THE SCHOOL BOARD OF DADE COUNTY, FLORIDA v. VALERIA**  
**ANDERSON - DOAH CASE NO. 99-5273**

At its regularly scheduled meeting of December 8, 1999, the School Board took action to terminate Respondent Valeria Anderson's Professional Service Contract due to her alleged failure to satisfactorily correct identified performance deficiencies within a ninety-calendar day performance probation period. The employee timely requested a hearing on the matter.

The parties have now reached a settlement agreement pending Board approval. Upon consultation with the Office of Professional Standards, this office recommends that the settlement agreement forwarded under separate cover be accepted in its entirety, the terms of which include the following:

- 1) Respondent will be reinstated to the position of an emergency substitute teacher as of January 18, 2001;
- 2) Respondent will waive any and all claims to back pay from her last date of employment of December 8, 1999, up to the date of her reinstatement; and
- 3) Respondent will be required to undergo a complete re-employment screening as a condition of her reinstatement as an emergency substitute teacher.

Acceptance and approval of the settlement agreement, forwarded under separate cover, will obviate the requirement for further legal actions by the School Board.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, accept and approve the Settlement Agreement between The School Board of Miami-Dade County, Florida and Valeria Anderson in DOAH Case No. 99-5273.

LMG

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