

Office of Superintendent of Schools
Board Meeting of June 20, 2001

June 5, 2001

Office of School Board Attorney
Johnny Brown, Board Attorney

SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT - THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. LATHAWN HAGGINS, CASE NO. DH 00-004 - UDELL

At its regularly scheduled meeting of September 13, 2000, the School Board took action to dismiss Lathawn Haggins from her position as school bus driver due to her violation of policies and directives regarding absenteeism. The employee timely requested a hearing on the matter.

The parties have reached a settlement agreement pending School Board approval. The terms of the settlement agreement, forwarded under separate cover, include the following:

- 1) The employee will be reinstated to employment with the School Board and demoted to the position of school bus aide; and
- 2) The employee will waive any and all claims to back pay from her last date of employment up to the date of her reinstatement as a bus aide; and
- 3) The employee will comply with the rules, regulations, provisions and policies of the School Board and the AFSCME Labor Contract. The employee will refrain from any future unauthorized absences and agrees that failure to comply with this provision of the agreement during the two years following her reinstatement, shall be automatic grounds for her dismissal, and such dismissal shall be without recourse.

This office recommends that the settlement agreement be accepted in its entirety. Administration concurs with this recommendation. Acceptance and approval of the settlement agreement will obviate the need for further litigation 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 Lathawn Haggins to resolve in its entirety the case of The School Board of Miami-Dade County, Florida v. Lathawn Haggins, Case No. DH 00-004.