

Office of School Board Attorney
Johnny Brown, Board Attorney

**SUBJECT: APPROVAL OF SETTLEMENT
IN THE MATTER OF JAMES O. SCARBORO**

Mr. James O. Scarboro was hired as a teacher on August 30, 2002, pending the results of the fingerprint investigation. On October 29, 2002, the Office of Instructional Staffing cleared Mr. Scarboro for continued employment. Subsequently, the matter was forwarded to the Office of Professional Standards for employment clearance. The OPS office did not approve his continued employment. On December 3, 2002, the Office of Professional Standards notified Mr. James O. Scarboro that his employment with Miami-Dade County Public Schools would be terminated due to an unsatisfactory background investigation. Mr. Scarboro, through his attorney, Frank Valladares, requested a formal evidentiary hearing.

A review of the file by the Board Attorney's office revealed the above-noted conflict in clearance for employment between the different offices. Also, a review of his record revealed that Mr. Scarboro was selected and received the "Rookie Teacher of the Year" award for school year 2002-2003. The school principal provided a high recommendation for the "Rookie Teacher of the Year" award.

Due to the special circumstances of this case, and in order to bring this matter to final resolution, the parties have agreed to settle this matter pending Board approval. The settlement includes an agreement that Mr. Scarboro will serve a 10-work-day suspension, without pay and without the right to appeal, and that Mr. Scarboro will be cleared for continued employment with M-DCPS.

The Settlement Agreement has been provided to the Board under separate cover. The Office of the School Board Attorney and administration are recommending that the Board accept the settlement in order to bring this matter to a final resolution.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, accept and approve the Settlement Agreement In The Matter of James O. Scarboro.

AIS:pyc

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