

Office of Superintendent of Schools  
Board Meeting of August 18, 2004

August 10, 2004

Office of School Board Attorney  
Johnny Brown, Board Attorney

**SUBJECT: APPROVAL OF SETTLEMENT**  
**THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v.**  
**PEARLIE WILLIAMS - DOAH Case No. 03-3006**

At its regularly scheduled meeting of August 21, 2002, the School Board took action to suspend and initiate dismissal proceedings against Pearlie Williams, a paraprofessional, including, but not limited to, deficient performance of job responsibilities, violation of School Board Rules 6Gx13-4-1.08, *Violence in the Workplace*, 6Gx13-4A-1.21, *Responsibilities and Duties*, and 6Gx13-5D-1.07 *Corporal Punishment - Prohibited*. The employee timely requested a hearing on the matter.

This case was scheduled for hearing before an Administrative Law Judge from the Division of Administrative Hearings on January 6, 2004. Prior to that hearing, the parties reached a tentative Settlement Agreement, subject to School Board approval. The terms of the Settlement Agreement include the following:

- 1) The employee will be reinstated to the position of paraprofessional as of August 18, 2004; and
- 2) The employee will be awarded back pay in the amount of \$2,500.00, covering the period of her suspension on August 21, 2002 up to the date of her reinstatement.

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 Pearlie Williams to resolve in its entirety DOAH Case No. 03-3006.

DW/dm

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