

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.
LAKEISHA SNIPES - DOAH Case No. 03-4760

At its regularly scheduled meeting of December 10, 2003, the School Board took action to suspend and initiate dismissal proceedings against Lakeisha Snipes, a school bus driver, for just cause, including, but not limited to, deficient performance of job responsibilities, violation of School Board Rules 6Gx13-4-1.08, *Violence in the Workplace*, and 6Gx13-4A-1.21, *Responsibilities and Duties*. 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 February 25, 2004. Prior to the 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 bus driver as of August 18, 2004; and
- 2) The employee will be suspended 30 days without pay from her last day of employment on December 10, 2003.

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 Lakeisha Y. Snipes to resolve in its entirety DOAH Case No. 03-4760.

DW/dm

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