

Office of School Board Attorney  
Johnny Brown, Board Attorney

**SUBJECT: APPROVAL OF SETTLEMENT  
THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v.  
RAYMOND COCKRUM, II, DOAH CASE NO. 04-2158**

At its regularly scheduled meeting of June 17, 2004, the School Board took action to suspend Raymond Cockrum, a Sheet Metal Worker II, for thirty (30) calendar days for just cause, including, but not limited to, job performance deficiencies and violation of School Board Rules 6Gx13-4A-1.21, *Responsibilities and Duties*, and 6Gx13-4A-1.32, *Discrimination/Harassment: Complaint Procedures for Employees*. 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 15, 2005. Prior to the hearing, the parties reached a tentative settlement agreement subject to the School Board's approval, providing a reduced suspension for the employee, subject to the following terms and conditions:

- 1) The employee's suspension will be reduced from thirty (30) calendar days without pay to ten (10) work days without pay, beginning June 16, 2004 until June 30, 2004. The employee's employment record will reflect that the suspension without pay is a disciplinary sanction for violation of the School Board's policies as outlined in the settlement agreement;
- 3) The employee will receive \$3,091.82, which represents his net pay for twenty (20) work days; and
4. The employee will bear his own costs and attorney's fees.

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, approve the Settlement Agreement between The School Board of Miami-Dade County, Florida and Raymond Cockrum to resolve in its entirety DOAH Case No. 04-2158.

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