

Office of Superintendent of Schools
Board Meeting of July 13, 2005

July 5, 2005

Office of School Board Attorney
Johnny Brown, Board Attorney

SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT
SANDRA WELCH v. THE SCHOOL BOARD OF MIAMI-DADE
COUNTY, FLORIDA - E.E.O.C. CHARGE NO. 150-2003-00701

On December 16, 2002, Sandra Welch (Charging Party), School Bus Aide, filed a charge of discrimination and retaliation with the U.S. Employment Opportunity Commission (E.E.O.C.) for an alleged violation of Title VII of the Civil Rights Act of 1964.

On September 29, 2004, the E.E.O.C. issued a Letter of Determination, finding that there was reasonable cause to believe that the alleged violations had occurred. The parties have reached a tentative settlement agreement, subject to School Board approval. This office recommends that the Board approve and confirm the settlement agreement, forwarded under separate cover, the terms of which include the following:

1. The Charging Party will resign with a global release as to all claims; and
2. The Charging Party will receive \$25,000 in consideration for the resignation and global release.

Administration is in agreement with this course of action. Approval of the settlement agreement will obviate the requirement for further legal actions in this matter.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve and confirm the settlement agreement between The School Board of Miami-Dade County, Florida and Sandra Welch, E.E.O.C. Charge No. 150-2003-00701, in which Sandra Welch will resign her employment and receive \$25,000 in consideration.

MPS/sh

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