

Business Operations
Ofelia San Pedro, Deputy Superintendent

**SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT
 THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA,
 AND ROBERT YOUNG AND THE AMERICAN FEDERATION OF
 STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME),
 LOCAL 1184 - - AAA CASE No. 32 390 00731 05**

At its regularly scheduled meeting of August 17, 2005, the School Board took action to suspend and initiate dismissal proceedings against Robert Young, a Custodian, for violation of School Board Rules 6Gx13- 4.108, *Violence in the Workplace* and 6Gx13- 4A-1.21, *Responsibilities and Duties*. AFSCME appealed and requested an arbitration hearing on the matter.

This case was scheduled for hearing before an Arbitrator on February 17, 2006. Prior to the hearing, the parties reached a tentative Settlement Agreement, subject to School Board approval, which provides that Mr. Young will receive a thirty (30) day suspension without pay and be reinstated to employment. The Settlement Agreement will be provided to the School Board under separate cover prior to the Board Meeting.

This office recommends that the Settlement Agreement be accepted in its entirety. 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, AFSCME and Robert Young to resolve in its entirety AAA Case No. 32 390 00731 05.

OSP:jmg