

Office of School Board Attorney
JulieAnn Rico, Board Attorney

**SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT
THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v.
CECILIA BERMUDEZ - DOAH CASE NO. 06-1076**

At its regularly scheduled meeting of March 15, 2006, the School Board took action to dismiss Cecilia Bermudez from further employment with the School Board for just cause, including, but not limited to, misconduct in office; immorality; lack of good moral character; and violation of School Board rules. The employee timely requested a hearing on the matter.

Information disclosed through the administrative discovery process revealed that the allegations directed against the Respondent, which led to the recommendation that her employment be terminated, would most likely not be proven at the evidentiary hearing. As a result of the latter, the parties have now reached a settlement agreement pending Board approval that will resolve the remaining issues in this case. Upon consultation with the Office of Professional Standards, and with its approval, this office recommends that the settlement agreement be accepted in its entirety, the terms of which include the following:

- 1) Respondent will be reinstated to the position of a middle school teacher as of September 14, 2006; and
- 2) Respondent will waive any and all claims to back pay from her last date of employment of March 15, 2006, up to the date of her reinstatement.

Acceptance and approval of the settlement agreement, forwarded under separate cover, will obviate the requirement for further legal actions by the School Board.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, accept and approve the Settlement Agreement in the case of The School Board of Miami-Dade County, Florida v. Cecilia Bermudez, DOAH Case No. 06-1076.

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