

Business Operations
Ofelia San Pedro, Deputy Superintendent

SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT - - THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, AND JANICE SCOTT BROWN AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), LOCAL 1184 - - AAA CASE No. 32 390 00236 06

At its regularly scheduled meeting of March 15, 2006, the School Board took action to dismiss Janice Scott Brown from further employment with the School Board for just cause, including but not limited to, non-performance and deficient performance of job responsibilities and violation of School Board rules. The employee and AFSCME timely requested an arbitration hearing on the matter.

Although the evidence is sufficient to discipline the employee, information ascertained through the review and administrative process revealed that the arbitrator would most likely impose a lesser discipline than termination. Therefore, in consultation with the Office of Professional Standards, and with its approval, it is recommended that the settlement agreement be accepted in its entirety, the terms of which include reinstatement to position of bus driver, and a waiver of 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 need for further legal actions by the School Board.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the Settlement Agreement in the case of The School Board of Miami-Dade County, Florida adv. AFSCME and Janice Scott Brown, AAA Case No. 32 390 00236 06.

OSP:jmg