

Office of Superintendent of Schools
Board Meeting of April 18, 2007

March 29, 2007

Office of School Board Attorney
JulieAnn Rico, Board Attorney

**SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT
THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v.
SAMUEL WATERMAN - DOAH CASE NO. 06-2338**

At its regularly scheduled meeting of June 14, 2006, the School Board took action to dismiss Samuel Waterman from further employment with the School Board for just cause, including, but not limited to, misconduct in office and violation of School Board rules. The employee timely requested a hearing on the matter.

The parties have now reached a Settlement Agreement pending Board approval that will resolve the issues in this case. Upon consultation with the Superintendent's Office and with its approval, this office recommends that the Settlement Agreement be accepted in its entirety, the terms of which include the following:

- 1) Mr. Waterman will serve a suspension without pay for thirty (30) workdays from June 15, 2006 - July 21, 2006; and
- 2) Mr. Waterman will be returned to his previous position as a custodian, effective April 19, 2007 with back pay from July 24, 2006 - April 18, 2007.

Acceptance and approval of the Settlement Agreement, forwarded under separate cover, will obviate the requirement for further legal action 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. Samuel Waterman, DOAH Case No. 06-2338.