

Business Operations  
Ofelia San Pedro, Deputy Superintendent

**SUBJECT: ACCEPTANCE OF RESIGNATION AND APPROVAL OF SETTLEMENT AGREEMENT - - THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, AND SONYA THOMAS DEVOE AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), LOCAL 1184 - - AAA CASE No. 32 390 00934 06**

**LINK TO DISTRICT STRATEGIC PLAN: NEGOTIATE AND DEVELOP CONTRACTS WITH EACH BARGAINING UNIT**

On October 11, 2006, the School Board took action to suspend and initiate dismissal proceedings against Sonya Thomas Devoe for just cause, including but not limited to: commission of a crime involving moral turpitude; non-performance and deficient performance of job responsibilities; violation of School Board Rules 6Gx13- 3E-1.22, Food and Nutrition Services, and 6Gx13- 4A-1.21, Responsibilities and Duties. AFSCME, on behalf of the employee, filed a grievance challenging the discipline and requested an arbitration hearing on the termination. On June 5, 2007, the employee tendered her resignation as part of a proposed settlement agreement.

Upon consultation with the Office of Professional Standards, and with their approval, it is recommended that the employee's resignation be accepted and that the Settlement Agreement be approved as achieving the objective sought by the School Board in this matter. Acceptance of the employee's resignation and approval of the Settlement Agreement, forwarded under separate cover to the School Board, will obviate the need for further legal action.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, accept the resignation of Sonya Thomas Devoe and approve the Settlement Agreement between The School Board of Miami-Dade County, Florida, AFSCME and Sonya Thomas Devoe to resolve in its entirety AAA Case No. 32 390 00934 06.

OSP:jmg