

August 23, 2007

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 JAD ABDO AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), LOCAL 1184 - - AAA CASE NO: 32 390 00199 07

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 Jad Abdo for just cause, including but not limited to: deficient performance of job responsibility; non performance of job responsibility; and violation of School Board Rules 6Gx13- 4A-1.21, *Responsibilities and Duties* and 6Gx13- 4A-1.213, *Code of Ethics*. AFSCME, on behalf of the employee, filed a grievance challenging the discipline and requested an arbitration hearing on the termination. On August 6, 2007, the employee tendered his 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 Jad Abdo and approve the Settlement Agreement between The School Board of Miami-Dade County, Florida, AFSCME and Jad Abdo to resolve in its entirety AAA Case No. 32 390 00199 07.

OSP:md