

Office of School Board Attorney
JulieAnn Rico, Board Attorney

**SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT
THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v.
ANDREA HOUSTON, DOAH Case No. 07-5803**

At its regularly scheduled meeting of November 20, 2007, the School Board took action to dismiss Andrea Houston 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 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. Ms. Houston will be suspended without pay from November 21, 2007 until March 12, 2008; and
2. Ms. Houston will be reinstated to her prior position as a School Security Monitor immediately after the School Board approves the Settlement Agreement. Her reinstatement shall be solely at the School Board's and the Superintendent's discretion to reinstate her at any location within the Miami-Dade County School District other than her prior school worksite.

Acceptance and approval of the Settlement Agreement, forwarded under separate cover, will obviate the need 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 v. Andrea Houston, DOAH Case No. 07-5803.

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