

Office of Superintendent of Schools  
Board Meeting of July 15, 2009

July 1, 2009

Office of School Board Attorney  
Luis M. Garcia, Interim School Board Attorney

**SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT  
THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v.  
AARON ALTHEIM, DOAH CASE NO. 09-001066**

At its regularly scheduled meeting of February 11, 2009, the School Board took action to suspend and initiate dismissal proceedings against Aaron Altheim, a teacher with the District. The charges included violations of School Board Rules 6Gx13- 4-1.09, *Employee-Student Relationships*; 6Gx13- 4A-1.21, *Responsibilities and Duties*; 6Gx13- 4A-1.213, *Code of Ethics*; and 6Gx13- 6A-1.112, *Acceptable Use Policy for the Network*. 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 essential terms of which includes a four-month suspension without pay, reinstatement, and a waiver of any and all back pay.

Acceptance and approval of the Settlement Agreement, forwarded under separate cover, will obviate the need for further legal action by the School Board, and is in the best interest of 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 v. Aaron Altheim, DOAH Case No. 09-001066, suspending Respondent without pay, reinstatement, and a waiver of back pay as more specifically outlined in the Settlement Agreement.

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