

Vera A. Hirsh, Assistant Superintendent
Human Resources, Recruiting and Performance Management

SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT - - THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, AND CHARLTON C. AMBROSE AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), LOCAL 1184 - FMCS CASE NO. 100701-58012-3

LINK TO STRATEGIC FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP

On March 17, 2010, the School Board took action to suspend and initiate dismissal proceedings against Charlton C. Ambrose for just cause, including but not limited to: violation of School Board Rules 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*. AFSCME, on behalf of the employee, filed an appeal challenging the discipline and timely requested an arbitration hearing on the termination.

The parties have reached a Settlement Agreement pending Board approval that will resolve the issues in this case. Upon consultation with the Office of Professional Standards, and with their approval, it is recommended that the Settlement Agreement be accepted in its entirety, the terms of which include resignation of employment and payment of accrued leave. 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 Charlton C. Ambrose and approve the Settlement Agreement between The School Board of Miami-Dade County, Florida, and Charlton C. Ambrose and AFSCME to resolve in its entirety FMCS Case No. 100701-58012-3.

VAH:md