

Enid Weisman, Assistant Superintendent
Human Resources, Recruiting, Performance Management and Labor Relations

SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT - THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, AND MICHAEL J. LENARD AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 1184, FMCS CASE NO. 100701-57959-3

LINK TO STRATEGIC FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP

On March 17, 2010, the School Board suspended Michael J. Lenard (Lenard) for 30 days for just cause, including, but not limited to: violation of School Board Rules 6Gx13-4A-1.21, *Responsibilities and Duties*, and 6Gx13- 4A-1.213, *Code of Ethics*. The Union and Lenard have appealed and challenged the discipline disputing that just cause existed.

On October 13, 2010, the School Board took action to suspend and initiate dismissal proceedings against Lenard for just cause, including but not limited to: violation of School Board Rules 6Gx13- 4A-1.21, *Responsibilities and Duties*, and 6Gx13- 4A-1.213, *Code of Ethics*.

The parties have reached a Settlement Agreement pending Board approval that will resolve the issues in both matters. 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 Michael J. Lenard and approve the Settlement Agreement between The School Board of Miami-Dade County, Florida, and Michael J. Lenard and The American Federation of State, County and Municipal Employees, Local 1184, to resolve in its entirety FMCS Case No. 100701-57959-3.

EW:md