

Office of Superintendent of Schools  
Board Meeting of August 3, 2011

August 1, 2011

Office of School Board Attorney  
Walter J. Harvey, School Board Attorney

**SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. JEFFREY ESKRIDGE– DOAH CASE NO. 10-9326**

On September 7, 2010, the School Board suspended Jeffrey Eskridge ("Respondent"), a security monitor with the District, and initiated dismissal proceedings against him for just cause including, but not limited to, violations of School Board Rules 6Gx13- 4A-1.21, *Responsibilities and Duties* and 6Gx13- 4A-1.213, *Code of Ethics*. The Respondent requested an administrative hearing, which was held on January 14, 2011, before Administrative Law Judge Edward T. Bauer. Despite having proved that the Respondent engaged in culpable conduct, Judge Bauer was not in agreement that the offenses warranted termination. By Recommended Order entered on April 6, 2011, the Administrative Law Judge recommended that the School Board enter a Final Order suspending Respondent without pay for a period of fifteen days and placing the Respondent on probation for six months.

The Superintendent filed exceptions to the Recommended Order requesting that the Board reject the Administrative Law Judge's recommended penalty of a suspension without pay and probation and enter a Final Order increasing the penalty. Subsequent to the filing of the exceptions, the parties engaged in negotiations to amicably resolve this matter. The parties have now reached a settlement agreement subject to the Board's approval that, upon the withdrawal of the exceptions, will require that the Respondent serve a suspension (equal to time served) and reinstating him without back-pay. A copy of the proposed Settlement Agreement is being submitted to the Board under separate cover.

REVISED

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida accept the proposed Settlement Agreement in the case of The School Board of Miami-Dade County, Florida v. Jeffrey Eskridge, DOAH Case No. 10-9326, requiring Respondent to serve a suspension from employment (equal to time served) and reinstating him to his position as security monitor without back-pay.

REVISED

REVISED

**G-6**