

Office of Superintendent of Schools
Board Meeting of December 11, 2002

December 6, 2002

Office of School Board Attorney
Johnny Brown, Board Attorney

SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT
THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA vs. KAREN
HALPERN, DOAH CASE NO. 02-2125

At its regularly scheduled meeting of May 15, 2002, the School Board took action to dismiss Karen F. Halpern from further employment with the School Board for, just cause, including, but not limited to, gross insubordination, violation of School Board rules, and misconduct in office. The employee timely requested a hearing on the matter.

The parties have now reached a settlement agreement pending Board approval that will resolve the remaining issues in this case. Upon consultation with the Office of Professional Standards, and with its approval, this office recommends that the settlement agreement forwarded under separate cover be accepted in its entirety, the terms of which include the following:

- 1) Respondent will be reinstated to the position of an elementary school teacher as of December 12, 2002;
- 2) Respondent will waive any and all claims to back pay from her last date of employment of May 15, 2002, up to the date of her reinstatement; and
- 3) Upon reinstatement, Respondent must comply with School Board rules and regulations or she will be terminated from employment without further recourse.

Acceptance and approval of the settlement agreement, forwarded under separate cover, will obviate the requirement for further legal actions by the School Board.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, accept and approve the Settlement Agreement between The School Board of Miami-Dade County, Florida and Karen F. Halpern in DOAH Case No. 02-2125.