

Office of Superintendent of Schools
Board Meeting of June 18, 2003

June 9, 2003

Office of School Board Attorney
Johnny Brown, Board Attorney

SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT - THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. SABRINA L. HENDERSON, DOAH CASE NO. 03-1345

At its regularly scheduled meeting of April 9, 2003, the School Board took action to dismiss Sabrina L. Henderson from her position as school bus driver due to her violation of policies and directives regarding absenteeism and misconduct during a traffic dispute. The employee timely requested a hearing on the matter. The hearing was scheduled to occur on June 10-11, 2003, but has now been continued pending approval of the Settlement Agreement.

The parties have reached a settlement agreement pending School Board approval. The terms of the settlement agreement, forwarded under separate cover, include the following:

- 1) The employee will be reinstated and demoted to the position of school bus aide;
- 2) The employee will be suspended without pay from her last date of employment on April 9, 2003, up to the date of her reinstatement; and
- 3) The employee will be provided a "last chance" opportunity for employment, the violation of which will subject her to automatic dismissal without recourse.

This office recommends that the settlement agreement be accepted in its entirety. Administration concurs with this recommendation. Acceptance and approval of the settlement agreement will obviate the need of further litigation 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 Sabrina L. Henderson to resolve in its entirety the case of The School Board of Miami-Dade County, Florida v. Sabrina L. Henderson, DOAH Case No. 03-1345.