

Business Operations
Ofelia San Pedro, Deputy Superintendent

**SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT
THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA,
AND RICHARD BORRAS AND THE AMERICAN FEDERATION
OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME),
LOCAL 1184 -- AAA CASE No. 32 390 00290 06**

**LINK TO DISTRICT
STRATEGIC PLAN: NEGOTIATE AND DEVELOP CONTRACTS WITH EACH
BARGAINING UNIT**

On March 15, 2006, the School Board took action to suspend Richard Borrás for 30 calendar days for non-performance and deficient performance of job responsibilities and violation of School Board Rules 6Gx13- 4A-1.21, *Responsibilities and Duties*.

This case was scheduled for hearing before an Arbitrator on April 30, 2007. During the hearing, the parties reached a tentative Settlement Agreement, subject to School Board approval, which provides the School Board will rescind its decision to suspend Richard Borrás for 30 calendar days and instead will suspend Richard Borrás for 15 calendar days. The Settlement Agreement will be provided to the School Board under separate cover prior to the Board Meeting.

Upon consultation with the Office of Professional Standards and Region III, and with their approval, this office recommends that the Settlement Agreement be accepted in its entirety. Acceptance and approval of the Settlement Agreement will obviate the need for further legal action 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, AFSCME and Richard Borrás to resolve in its entirety AAA Case No. 32 390 00290 06.

OSP:jmg