

Office of Superintendent of Schools  
Board Meeting of August 5, 2009

July 22, 2009

Office of School Board Attorney  
Luis M. Garcia, Interim School Board Attorney

**SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT  
THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v.  
KATHLEEN SANDS, DOAH CASE NO. 09-1008**

At its regularly scheduled meeting of May 21, 2008, the School Board took action to suspend Kathleen Sands, a teacher with the District, for fifteen (15) workdays without pay. Ms. Sands timely requested a hearing on the matter.

The parties have reached a settlement pending Board approval that will resolve the issues in this case. Upon consultation with the Superintendent's Office, and with its approval, this office recommends that the Settlement Agreement be accepted in its entirety, the terms of which include issuing Ms. Sands a written reprimand and payment of wages for the period of her suspension.

Acceptance and approval of the Settlement Agreement, forwarded under separate cover, will obviate the need for further legal action by the School Board.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida approve the Settlement Agreement in the case of The School Board of Miami-Dade County, Florida v. Kathleen Sands, DOAH Case No. 09-1008.

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