

Enid Weisman, Assistant Superintendent
Human Resources, Recruiting, Performance Management, and Labor Relations

SUBJECT: APPROVAL OF SETTLEMENT AGREEMENTS

THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, AND DONTRELL K. PRAY and THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), LOCAL 1184 – FMCS CASE No. 110930-59198-3

THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, AND CORETTA L. BELTON and THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), LOCAL 1184

LINK TO STRATEGIC FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP

At previous regularly-scheduled meetings, the School Board took action to suspend and initiate dismissal proceedings against the above-listed employees. The employees and the Union timely requested arbitration hearings on the matters.

Prior to the hearings, the parties reached tentative Settlement Agreements subject to School Board approval, providing for the employees' reinstatement to employment by the Board, subject to the following terms and conditions:

1. The employees will be suspended without pay until agreed upon dates stated in the Settlement Agreements;
2. The employees will be subject to a Last Chance Agreement for a period of one (1) year, whereby the employees will be subject to termination, without recourse, if it is determined that he/she violated the terms outlined in the agreement; and
3. The employees will waive any and all claims to back pay from the last date of employment up to the date of reinstatement.

**Revised²
D-24**

The following employees have agreed in writing to the tentative Settlement Agreement and to waive their rights to additional grievance/arbitration proceeding in the following manner:

Dontrell K. Pray: suspension without pay from his position as Custodian at Madison Middle School, for violation of School Board Policy 4210, Standards of Ethical Conduct, and for insubordination. The employee will be suspended without pay for time served, from the date of his last employment when the Board took action at its August 3, 2011, School Board meeting until a date following the Board's approval at its July 18, 2012, School Board Meeting.

Coretta L. Belton: suspension without pay from her position as School Bus Driver at John Schee Transportation Center, for thirty (30) calendar days, effective August 20, 2012, for just cause including, but not limited to: excessive tardiness; non performance and deficient performance of job responsibilities; and violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4430, Leaves of Absence. Revised

This office recommends that the Settlement Agreements be accepted in their entirety. The Administration concurs with this recommendation. Acceptance and approval of the Settlement Agreements will obviate the need for further litigation by the School Board.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the following Settlement Agreements:

The School Board of Miami-Dade County, Florida, and Dontrell K. Pray and the The American Federation of State, County, and Municipal Employees (AFSCME), Local 1184 – FMCS Case No. 110930-59198-3; and

The School Board of Miami-Dade County, Florida, and Coretta L. Belton and the The American Federation of State, County, and Municipal Employees (AFSCME), Local 1184.

EW:md