

Office of School Board Attorney  
Walter J. Harvey, School Board Attorney

**SUBJECT: MIAMI-DADE COUNTY SCHOOL BOARD v. ROBIN LOCKERY, DOAH  
Case No. Case No. 12-0809TTS**

On February 15, 2012, the School Board took action to suspend without pay and initiate dismissal proceedings against Respondent Robin M. Lockery, a Speech and Language Pathologist with the school district, for just cause, including but not limited to, gross insubordination, incompetency due to inefficiency; and violation of School Board Policies 3210, *Standards of Ethical Conduct*, and 3210.01, *Code of Ethics*, in accordance with §§ 1001.32(2), 1022.22(1)(f), 1012.33, and 447.209, Florida Statutes, and State Board of Education Rules 6B-1.001, 6B-1.006 and 6B-4.009, Florida Administrative Code.

The parties have now reached a tentative Settlement Agreement which will obviate the need for a hearing and for any further legal actions by the School Board in this case. The essential terms of the Settlement Agreement (provided to the Board under separate cover) are as follows:

1. Respondent shall be reinstated to her position as a Speech and Language Pathologist effective as of October 11, 2012;
2. Respondent's suspension from employment from February 15, 2012 through October 10, 2012, shall constitute a suspension for time-served, and Respondent shall receive no compensation, and no back-pay for the period of her suspension;
3. In consideration for her reinstatement, Respondent has agreed to a "last chance agreement" that requires, among other things, that Respondent will immediately tender her resignation or be terminated without further recourse and without the opportunity for a hearing in the event that Respondent fails to comply with administrative directives or fails to adhere to her schedule for delivery of speech and language therapy services to the students assigned to the Respondent.

Administration is in agreement with the settlement of this matter in the manner indicated herein. Acceptance of the proposed Settlement Agreement is in the best interests of the School Board.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve the proposed Settlement Agreement in the case of The School Board of Miami-Dade County, Florida v. Robin Lockery, DOAH Case No. 12-0809TTS, suspending Respondent without pay for the period of her suspension and reinstating her to her position as a Speech and Language Pathologist.