

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

**SUBJECT: MIAMI-DADE COUNTY SCHOOL BOARD v. TAMARA SNOW, DOAH  
Case Nos. 12-3603TTS and 13-1177TTS**

On October 11, 2012, the School Board took action to suspend Respondent, Tamara Snow, a middle school teacher, for thirty (30) workdays without pay for just cause based on gross insubordination and violations of School Board Policies 3210, Standards of Ethical Conduct, 3210.01, Code of Ethics, and 3430, Leaves of Absence, in accordance with §§ 1001.32(2), 1022.22(1)(f), 1012.33(1)(a) and (6)(a), and 447.209, Fla. Stat. (2013), and State Board Rules 6B-1.001, 6B-1.006, and 6B-4.009, F.A.C. After Respondent's conduct failed to improve, on March 13, 2013, Respondent was again suspended and dismissal proceedings were initiated. Respondent timely appealed both matters; these cases were consolidated and tried as a single matter at a hearing held on August 21, 2013, and September 9, 2013 before Administrative Law Judge, Cathy M. Sellers.

On March 31, 2014, the ALJ issued her Recommended Order which found that just cause existed to suspend Respondent without pay and terminate her employment. However, the ALJ determined that termination was too harsh a penalty and recommended upholding Respondent's original thirty (30) day suspension and continuing this suspension without pay through the 2013/2014 school year, and that Respondent be reinstated to her teaching position at the beginning of the 2014/15 school year.

Exceptions to the Recommended Order were timely filed on behalf of the Superintendent. The Exceptions sought to have portions of the ALJ's Recommended Order rejected and to have Respondent's dismissed from further employment with the School Board. After the Exceptions were filed the parties were able to reach an amicable solution to this matter.

The parties have now reached a tentative "Last Chance" Settlement Agreement which will obviate the need 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) provides that the Respondent will be allowed to continue her employment with the school district so long as she maintains appropriate attendance, follows school site attendance and tardiness reporting procedures, and that Respondent's failure to adhere to these terms will result in her dismissal from employment without further recourse. 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. Tamara Snow, DOAH Case Nos. 12-3603TTS and 13-1177TTS, suspending Respondent without pay for the period of her suspension and reinstating her to her position as a middle school teacher.