

Enid Weisman, Chief Human Capital Officer
Office of Human Capital Management

**SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT - THE
 SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA,
 AND DEBRA H. BRYANT AND THE AMERICAN
 FEDERATION OF STATE, COUNTY AND MUNICIPAL
 EMPLOYEES, LOCAL 1184, FMCS CASE NO.
 140227-53775-3**

**LINK TO STRATEGIC
FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP**

On February 12, 2014, the School Board took action to suspend and initiate dismissal proceedings against Debra H. Bryant (Bryant) for just cause, including but not limited to: gross insubordination, excessive absenteeism, 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. The Union and Bryant appealed and challenged the discipline disputing that just cause existed.

The parties have reached a Settlement Agreement pending Board approval that will resolve the issues. Upon consultation with the Office of Professional Standards, and with their approval, it is recommended that the Settlement Agreement be accepted in its entirety, the terms of which include resignation of employment. Acceptance of the employee's resignation and approval of the Settlement Agreement, forwarded under separate cover to the School Board, will obviate the need for further legal action.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, accept the resignation of Debra H. Bryant and approve the Settlement Agreement between The School Board of Miami-Dade County, Florida, and Debra H. Bryant and The American Federation of State, County and Municipal Employees, Local 1184, to resolve in its entirety FMCS Case No. 140227-53775-3.