

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 SAMUEL WATERMAN AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 1184 (AFSCME), FMCS CASE NO. 140417-55314-3**

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

On March 12, 2014, the School Board took action to suspend and initiate dismissal proceedings against Samuel Waterman (Waterman) for just cause, including but not limited to: Violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4213, Student Supervision and Welfare. AFSCME and Waterman challenged the discipline disputing that just cause existed and requested a hearing before an arbitrator.

Prior to the arbitration hearing, the parties reached a tentative 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 tentative proposed 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 Samuel Waterman and approve the Settlement Agreement between The School Board of Miami-Dade County, Florida, and Samuel Waterman and The American Federation of State, County and Municipal Employees, Local 1184, to resolve in its entirety FMCS Case No. 140417-55314-3.