

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

**SUBJECT: MIAMI-DADE COUNTY SCHOOL BOARD v. GERRY R. LATSON,
DOAH Case No. 14-3000TTS**

On June 18, 2014, the School Board took action to suspend Respondent, Gerry R. Latson, a middle school teacher, without pay and initiated dismissal proceedings against him for Misconduct in Office and violations of School Board Policies 3210, Standards of Ethical Conduct, 3210.0, Code of Ethics, and 3213, Student Supervision and Welfare.

The final hearing in this case took place on September 11, 2014, before Administrative Law Judge Mary Li Creasy ("ALJ") of the Division of Administrative Hearings ("DOAH"). The ALJ issued her Recommended Order on November 20, 2014, finding that Mr. Latson violated School Board Policy 3210 and recommending a suspension from employment without pay from the date of his suspension to the end of the first semester of the 2014-2015 school year.

Exceptions to the Recommended Order were filed on behalf of the Superintendent. After the Exceptions were filed, the parties were able to negotiate an amicable resolution to this matter.

The parties have now reached a tentative 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 reinstated to his employment as a teacher February 12, 2015 and that Respondent shall waive any entitlement to back pay from the period of his suspension until his reinstatement. 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 Miami-Dade County School Board, Florida v. Gerry R. Latson, DOAH Case Nos. 14-3000TTS, suspending Respondent without pay from the date of his suspension through his reinstatement and reinstating him to his position as a school teacher as of February 12, 2015.