

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 BERNARD HOPE AND THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME),
LOCAL 1184 – FMCS CASE No. 150515-55666-3**

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

On April 15, 2015, the School Board took action to suspend Respondent, Bernard Hope, a Custodian, without pay and initiated dismissal proceedings against him for just cause including, but not limited to, violation of School Board Policies 4121.01, Employment Standards and Fingerprinting of All Employees; 4210, Standards of Ethical Conduct, and 4210.01, Code of Ethics. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.32, 1012.40, 435.04, 435.06, and 447.209, Florida Statutes and Articles II and XI of the Contract between Miami-Dade County Public Schools and the American Federation of State, County, and Municipal Employees. These charges arose from Respondent's arrest for a disqualifying offense under section 435.06, Florida Statutes.

The charges that led to Respondent's recommended dismissal have now been resolved in accordance with section 435.06, Florida Statutes. Accordingly, the parties have entered into a tentative settlement agreement that provides for Respondent's reinstatement without back pay.

A copy of the referenced settlement agreement will be provided to the School Board under separate cover.

Administration is in agreement with the disposition 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. Bernard Hope, FMCS Case No. 150515-55666-3, suspending Respondent without pay for the period of his suspension already served and reinstating him to his position as a Custodian with the School Board, under the conditions specified in the Settlement Agreement.