

Jose L. Dotres, Chief Human Capital Officer  
Office of Human Capital Management

**SUBJECT: APPROVAL OF SETTLEMENT AGREEMENT - THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, AND SEVERN E. BRADWELL AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 1184, FMCS CASE NO. 160926-58229-3**

**LINK TO STRATEGIC BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF**

On September 7, 2016, the School Board took action to suspend and initiate dismissal proceedings against Severn E. Bradwell (Bradwell) for just cause, including but not limited to: gross insubordination, excessive absenteeism, and violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4430, Leaves of Absence. The Union and Bradwell 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 Severn E. Bradwell and approve the Settlement Agreement between The School Board of Miami-Dade County, Florida, and Severn E. Bradwell and The American Federation of State, County and Municipal Employees, Local 1184, to resolve in its entirety FMCS Case No. 160926-58229-3.

JLD:md