

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

**SUBJECT: MIAMI-DADE COUNTY SCHOOL BOARD v. ROSE DAVIDSON, DOAH  
Case No. 16-7495TTS**

On December 14, 2016, the School Board took action to suspend Respondent, Rose Davidson, a school teacher, without pay and initiated dismissal proceedings against her for Misconduct in Office, Gross Insubordination, and violations of School Board Policies 3210, Standards of Ethical Conduct, and 3210.0, Code of Ethics.

The employee requested a hearing challenging her dismissal and a final hearing in this case took place on April 26, 2017, before Administrative Law Judge Robert L. Kilbride ("ALJ") of the Division of Administrative Hearings ("DOAH"). The ALJ issued his Recommended Order on July 19, 2017, finding that Respondent violated School Board policies and recommending that the Respondent be reinstated but only after serving a suspension of a significant period, without pay.

The parties were able to negotiate an amicable resolution to this matter and 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 her employment as a teacher as of January 8, 2018. In accordance with the proposed agreement, Respondent will not receive any back pay for the period of her suspension and will waive her right to appeal the disciplinary action taken by the School Board. Pursuant to the agreement, Respondent will serve a period of suspension of approximately one calendar year.

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 v. Rose Davidson, DOAH Case No. 16-7495TTS, suspending Respondent without pay from the date of her suspension until the date of her reinstatement to her position as a school teacher on January 8, 2017.