

Office of the General Counsel
Walter J. Harvey, General Counsel

SUBJECT: PROPOSED SETTLEMENT IN THE MATTER OF: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. MARCUS ALEXANDER

On July 23, 2025, the School Board took action to suspend Respondent, Marcus Alexander, without pay and initiate 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*, in accordance with §§ 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 (AFSCME). The incident that formed the basis of the discipline involved an arrest and accompanying criminal case.

The Respondent timely filed an appeal to contest the termination of his employment pursuant to his collective bargaining agreement. In the interim, the pending criminal matter was resolved as a result of submission of a *nolle prosequi* by the State on two of the charges and a “no action” on the remaining charges. As such, the just cause for Respondent’s dismissal from employment no longer exists.

Accordingly, the parties have now reached a proposed settlement of the matter. In accordance with the proposed settlement, the Respondent shall be reinstated to his employment with the school district and shall be issued backpay from the date the criminal case was resolved to the date of reinstatement. Approval of the proposed settlement obviates the need for further litigation and is in the best interests of the Board. Administration is in agreement with the proposed settlement. A copy of the Settlement Agreement will be provided to the Board under separate cover.

RECOMMENDED: That the School Board of Miami-Dade County, Florida approve the proposed Settlement Agreement in the matter of The School Board of Miami-Dade County, Florida v. Marcus Alexander, reinstating Respondent to his employment with the District and issuing the Respondent back pay from the time Respondent’s criminal case was resolved to the date of his reinstatement.