

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

**SUBJECT: MIAMI-DADE COUNTY SCHOOL BOARD v. MANDRELL T. NICKLE,  
DOAH Case No. 25-006077TTS**

On November 19, 2025, the School Board took action to suspend Respondent, Mandrell T. Nickle, a school teacher, without pay for thirty (30) workdays for just cause, including but not limited to Misconduct in Office, gross insubordination, violation of School Board Policies 3210, *Standards of Ethical Conduct*, 3210.01, *Code of Ethics*, and 3213, *Student Supervision and Welfare*, in accordance with §§ 1001.32(2), 1012.22(1)(f), 1012.33, 447.209, Florida Statutes, and State Board Rules 6A-5.056 and 6A-10.081, F.A.C. The conduct which led to the recommended disciplinary action was Respondent's alleged involvement in an altercation with a student, inappropriate attempts to discipline students, and purportedly interfering with a pending investigation. Respondent timely requested an administrative hearing before an Administrative Law Judge of the Division of Administrative Hearings ("DOAH") to challenge his suspension.

Prior to the DOAH hearing the parties reached a proposed settlement of this matter. Pursuant to the proposed settlement, the thirty (30) day suspension will be reduced to eighteen (18) days without pay and the Respondent will be issued backpay for the remaining twelve (12) workdays of the original period of suspension. The proposed settlement obviates the need for further litigation of this matter and it is in the best interests of the School Board. Administration is in agreement with the proposed settlement. A copy of the proposed Settlement Agreement will be transmitted to the Board under separate cover.

**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. Mandrell T. Nickle, DOAH Case No. 25-006077TTS, reducing Respondent's suspension to eighteen (18) workdays without pay and issuing Respondent backpay for the remaining twelve (12) workdays of the original period of suspension.