Office of the Superintendent
Board Meeting of November 18, 2026

November 4, 2026

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

SUBJECT: **MIAMI-DADE COUNTY SCHOOL BOARD v. BRUCE PEREZ-VARELA, DOAH Case No. 26-2366TTS**

COMMITTEE: *[Click to Select Committee]*

ALIGNMENT: **OPERATIONAL IMPACT**

INDICATOR:
(If Strategic Impact) **N/A**

DECISION MATRIX:
(If Strategic Impact) **N/A**

DECISION MATRIX JUSTIFICATION: N/A
(If Strategic Impact)

N/A

BODY OF ITEM:

On December 17, 2025, the School Board took action to suspend Respondent, Bruce Perez-Varela, a school teacher, without pay for ten (10) 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, and 447.209, Florida Statutes, and State Board Rules 6A-5.056 and 6A-10.081, F.A.C. The recommended disciplinary action resulted from Respondent having directed an inappropriate comment to a student in his class.

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 hearing before DOAH, the parties reached a proposed settlement. Pursuant to the terms of the proposed settlement, the Respondent serves a one (1) workday suspension without pay and in return the Respondent will be issued backpay for the remaining nine (9) workdays of the suspension period.

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 proposed Settlement Agreement will be provided to the Board under separate cover.

RECOMMENDED / ACTION PROPOSED BY:	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. Bruce Perez-Varela, DOAH Case No. 26-2366TTS, reducing Respondent's suspension to one (1) workday without pay, and issuing Respondent backpay for the remaining nine (9) workdays of the original period of suspension