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:	**IN RE: MIAMI-DADE COUNTY SCHOOL BOARD v. EMANI B. CAIN**
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

G-6

BODY OF ITEM:

On November 19, 2025, the School Board took action to suspend Respondent, without pay and initiate dismissal proceedings against her for just cause including, but not limited to, Misconduct in Office, and violation of School Board Policies 3121.01, *Employment Standards and Fingerprinting of All Employees,* 3210, *Standards of Ethical Conduct*, and 3210.01, *Code of Ethics*, in accordance with §§ 1001.32(2), 1012.22(1)(f), 1012.33, 435.04, 435.06 and 447.209, Florida Statutes, and State Board Rules 6A5.056 and 6A-10.081, F.A.C. The incident that formed the basis of the discipline involved an arrest and accompanying criminal case.

Respondent timely requested an administrative hearing before the Division of Administrative Hearings ("DOAH"). Since that time and before the matter was presented to DOAH, the criminal case has resolved favorably to the Respondent. As such, the just cause for Respondent's dismissal from employment no longer exists.

Prior to the hearing the parties reached a proposed settlement of the matter. The Respondent shall be returned to work with backpay from the date the criminal case resolved to the date of reinstatement. The 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 / ACTION PROPOSED BY:

That the School Board of Miami-Dade County, Florida adopt the proposed settlement agreement in the case of The School Board of Miami-Dade County, Florida v. Emani B. Cain, issuing the Respondent back pay from the time her criminal case was resolved to the date of her reinstatement.