



AGENDA REQUEST FORM

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

MEETING DATE 2019-05-07 10:05 - School Board Operational Meeting

AGENDA ITEM ITEMS

CATEGORY I. OFFICE OF THE SUPERINTENDENT

DEPARTMENT Office of Chief of Staff

Special Order Request
 Yes No

Time

Open Agenda
 Yes No

ITEM No.:
 I-3.

TITLE:
 Broward County School Board v. Dana M. Sigler

REQUESTED ACTION:
 Approve the Superintendent's recommended settlement of a two (2) day suspension without pay and thereby rescind Agenda Item I-8 approved at the December 4, 2018, School Board Operational Meeting for a three (3) day suspension without pay.

SUMMARY EXPLANATION AND BACKGROUND:
 See Supporting Docs for Summary Explanation and Background.

SCHOOL BOARD GOALS:
 Goal 1: High Quality Instruction Goal 2: Continuous Improvement Goal 3: Effective Communication

FINANCIAL IMPACT:
 There is no financial impact to the School District.

EXHIBITS: (List)
 (1) Summary Explanation and Background (2) Proposed Settlement Agreement

BOARD ACTION:
APPROVED
 (For Official School Board Records Office Only)

SOURCE OF ADDITIONAL INFORMATION:
 Name: Tria Lawton-Russell Phone: 7543212050
 Name: Phone:

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
 Senior Leader & Title
 Jeffrey S. Moquin - Chief of Staff

Signature
 Jeffrey S. Moquin
 4/17/2019, 3:20:26 PM

Approved In Open Board Meeting On: MAY 07 2019
 By: Heath P. Brantford
 School Board Chair

SUMMARY EXPLANATION AND BACKGROUND

During the 2015-2016, school year, DANA M. SIGLER (hereinafter "D.S.") exhausted all of her sick, as well as all of her personal leave for the school year. In addition to using nineteen (19) days of FMLA leave, D.S., took an additional eleven (11) full days of unpaid leave. Next, during the 2016-2017, school year, D.S., again exhausted all of her sick and all of her personal leave. In addition to using fifty-eight (58) days of FMLA leave, D.S., took an additional eleven (11) full days of unpaid leave, including, two (2) partial days of unpaid leave, for the school year. Finally, during the 2017-2018, school year, not only did D.S., exhaust both her sick and personal leave, she used an additional 60 days of FMLA leave. D.S., took an additional ten (10) full days of unpaid leave. Including an additional six (6) partial days of unpaid leave.

The Administrative Complaint was served on D.S. on November 15, 2018, and she timely requested a hearing. Subsequent to the Board's action, the matter was transferred to the Division of Administrative Hearings (hereinafter "DOAH") for an Administrative Law Judge (hereinafter "ALJ") to conduct the final hearing challenging the School Board's discipline.

In order to avoid the uncertainties and expense of further proceedings, the parties reached a settlement agreement, in which the employee will waive her right to an administrative hearing as well as provide a general release and voluntarily accept a two (2) day suspension without pay.