

**SUMMARY EXPLANATION AND BACKGROUND**

During the 2018-2019 school year, Science teacher VERONIKA NIYAZOVA (hereinafter “NIYAZOVA”) committed multiple acts of misconduct, as follows for which she received a 15-day suspension adopted by the Broward County School Board (“School Board”).

This recommendation is part of progressive discipline. On or about February 29, 2016, NIYAZOVA received a verbal reprimand for failure to follow policies and procedures. On or about February 9, 2015, NIYAZOVA received a written reprimand for continued inappropriate conduct with student. On or about March 3, 2016, and May 31, 2019, respectively, NIYAZOVA received a written reprimand for failure to follow testing schedule and testing policies and procedures.

The Administrative Complaint was served on NIYAZOVA and she timely requested a hearing. Subsequent to the School 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.

Thereafter, the Administrative Counsel prepared the Administrative Complaint and notice was served on NIYAZOVA on April 28, 2020, that a recommendation for her termination will be presented to the School Board on May 19, 2020, for continuing to bring an unauthorized person on school campus multiple times.

NIYAZOVA no longer wishes to contest the School Board’s recommended discipline, will tender her resignation in lieu of termination and has requested to settle the action proceeding before DOAH. In order to avoid the uncertainties and expense of further proceedings, a settlement agreement has been prepared in which the employee will waive her right to an administrative hearing, as well as, provide a general release and voluntarily resign.