

**THE BROWARD COUNTY SCHOOL BOARD, FLORIDA**

ROBERT W. RUNCIE,  
Superintendent of Schools,

Petitioner,

v.

DANA M. SIGLER,

Respondent.

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**ADMINISTRATIVE COMPLAINT**

Petitioner, Robert W. Runcie, Superintendent of Schools of Broward County, Florida ("Petitioner"), through his undersigned counsel, files this Administrative Complaint against Respondent, DANA M. SIGLER ("SIGLER"). The Petitioner seeks termination of Respondent's employment with the Broward County School Board ("BCSB"), pursuant to Chapter 120 and Sections 1001.51, 1012.27(5), 1012.335, 1012.55, and 1012.585, Florida Statutes and Rule 6A-5.056 of the Florida Administrative Code. The Petitioner alleges the following:

**I. JURISDICTIONAL BASIS**

1. The agency is the School Board of Broward County, Florida, located at 600 Southeast Third Avenue, Fort Lauderdale, Broward County, Florida 33301.
2. The Petitioner is the Superintendent of Schools of Broward County, Florida.

3. The Petitioner is statutorily obligated to recommend the placement of school personnel and to require compliance and observance with all laws, rules, and regulations. Petitioner is authorized to report and enforce any violation thereof, together with recommending the appropriate disciplinary action against any instructional personnel employed by the Broward County School Board, inclusive of SIGLER.
4. SIGLER is an employee of the Broward County School Board and is currently employed as a teacher pursuant to an Annual Contract issued in accordance with Section 1012.335(2), Florida Statutes (2019).
5. The last known address of the Respondent, SIGLER, is 10736 NW 21st Street, Coral Springs, Florida 33071.

## **II. MATERIAL ALLEGATIONS**

6. This recommendation is based upon conduct that occurred during the 2019-2020 school year and is also based on progressive discipline intended to address a pattern of excessive absenteeism.
7. SIGLER is a Science Teacher, who at all times material, was employed at J.P. Taravella High School ("TARAVELLA").
8. SIGLER was hired by the Broward County School Board on August 8, 2013, as a Science Teacher.

**2013-2014**

9. During the 2013-2014 school year, SIGLER exhausted all her personal and sick leave. In addition, she took fifteen (15) full days of unpaid leave, as well as, six (6) partial days of unpaid leave. The dates for the days of unpaid leave of absence are reflected in **Exhibit "A"**.

**2014-2015**

10. During the 2014-2015 school year, SIGLER exhausted all her personal and sick leave, exhausted fifteen (15) days of Family Medical Leave Act ("FMLA") leave, and she took an additional fifteen (15) full days of unpaid leave, as well as, six (6) partial days of unpaid leave. The dates for the days of unpaid leave of absence are reflected in **Exhibit "B"**.

**2015-2016**

11. During the 2015-2016 school year, SIGLER exhausted all her personal and sick leave, exhausted nineteen (19) days of FMLA leave, and she took an additional eleven (11) full days of unpaid leave, as well as, two (2) partial days of unpaid leave. The dates for the days of unpaid leave of absence are reflected in **Exhibit "C"**.

**2016-2017**

12. During the 2016-2017 school year, SIGLER exhausted all her personal and sick leave, exhausted fifty-seven (57) days of FMLA leave, and she took an additional eighteen (18) full days of unpaid leave, as well as, two (2) partial days of unpaid leave. The dates for the days of unpaid leave of absence are reflected in **Exhibit "D"**.

**2017-2018**

13. During the 2017-2018 school year, SIGLER exhausted all her personal and sick leave, exhausted fifty-nine (59) days of FMLA leave, and she took an additional thirteen (13) full days of unpaid leave, as well as, six (6) partial days of unpaid leave. The dates for the days of unpaid leave of absence are reflected in **Exhibit "E"**.

**2018-2019**

14. During the 2018-2019 school year, SIGLER exhausted all her personal and sick leave, exhausted sixty (60) days of FMLA leave, and she took an additional six (6) full days of unpaid leave, as well as, one (1) partial day of unpaid leave. The dates for the days of unpaid leave of absence are reflected in **Exhibit "F"**.



15. On or about April 11, 2019, SIGLER executed a Settlement Agreement with the Broward County School Board which was approved and fully executed by all parties on May 7, 2019.
16. As part of the Settlement Agreement, SIGLER agreed she would refrain from any actions similar to those for which she was previously disciplined.
17. SIGLER also agreed to abide by all the School Board's policies, procedures, rules and standards of conduct and specifically agreed that unless unpaid leave is protected by the Family and Medical Leave Act, a state or federal law, or provision of the applicable collective bargaining agreement, she was expected not to use unpaid leave.

**2019-2020**

18. During the 2019-2020 school year, SIGLER exhausted all her personal and sick leave, exhausted five (5) days of FMLA leave, and she took an additional forty-three (43) full days of unpaid leave. The dates for the days of unpaid leave of absence are reflected in **Exhibit "G"**.

**III. PREVIOUS DISCIPLINE AND DIRECTIVES**

19. On or about December 13, 2016, SIGLER received a verbal reprimand regarding her pattern of excessive absenteeism.
20. On or about April 25, 2017, SIGLER received a written reprimand for her continued excessive absenteeism, using

sick time as soon as it accumulates and absence without leave.

21. On or about June 6, 2018, SIGLER received a recommendation for 3-day suspension for her excessive absenteeism, using sick time as soon as it accumulates, and absence without leave, in accordance with the Broward County School Board's progressive discipline policy.
22. On December 14, 2018, the Broward County School Board approved the recommendation of a 3-day suspension without pay.
23. After SIGLER's timely request for administrative review and before hearing, the parties entered into a Settlement Agreement.
24. On or about May 7, 2019, SIGLER ultimately received a 2-day suspension, as part of the above referenced Settlement Agreement for her continued excessive absenteeism, using sick time as soon as it accumulates and absence without leave.

**ADMINISTRATIVE CHARGES**

25. Petitioner realleges and incorporates herein by reference the allegations set forth in paragraphs one (1) through twenty-four (24) above.
26. Just cause exists for the requested relief pursuant to Fla.

Stat. § 1012.33, Section 6A-5.056 F.A.C., the Respondent's employment contract, School Board rules and regulations, the Code of Ethics of the Education Profession, and the Employee Disciplinary Guidelines promulgated by the School Board.

27. "Just cause" means cause that is legally sufficient. "Just cause" includes, but is not limited to:

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- B. "Misconduct in Office" means one or more of the following:
1. A violation of the Code of Ethics of the Education Profession in Florida as adopted in Rule 6A-10.080, F.A.C.<sup>1</sup>;
  2. A violation of the Principles of Professional Conduct for the Education Profession in Florida as adopted in Rule 6A-10.081, F.A.C.;
  3. A violation of the adopted school board rules;
  4. Behavior that disrupts the student's learning environment; or
  5. Behavior that reduces the teacher's ability or her or her colleagues' ability to effectively perform duties.
- C. "Incompetency" means the inability, failure or lack of fitness to discharge the required duty as a result of inefficiency or incapacity.
1. "Inefficiency" means one or more of the following:
    - a. **Failure to perform duties prescribed by law;**
    - b. Failure to communicate appropriately with and relate to students;
    - c. Failure to communicate appropriately with and relate to colleagues, administrators, subordinates, or parents;
    - d. Disorganization of her or her classroom to such an extent that the health, safety or welfare of the students is diminished; or

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<sup>1</sup> Repealed 3-23-16.

**e. Excessive absences or tardiness.**

2. "Incapacity" means one or more of the following:
- a. Lack of emotional stability;
  - b. Lack of adequate physical ability;
  - c. Lack of general educational background; or
  - d. Lack of adequate command of her or her area of specialization.

D. "Gross insubordination" means the intentional refusal to obey a direct order, reasonable in nature, and given by and with proper authority; misfeasance, or malfeasance as to involve failure in the performance of the required duties.

E. "Willful neglect of duty" means intentional or reckless failure to carry out required duties.

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**A. JUST CAUSE**

28. Respondent's actions, as alleged in paragraphs six (6) through twenty-four (24), incorporated herein by reference, constitute just cause to terminate her employment.

**B. MISCONDUCT IN OFFICE**

29. Respondent's actions, as alleged in paragraphs six (6) through twenty-four (24), incorporated herein by reference, constitute misconduct in office by violating Fla. Stat. §1012.33 and 6A-5.056(2)(c) through (e) of the Florida Administrative Code. Respondent's excessive absences violated school board policies as well as disrupted her students' learning environment. Additionally, Respondent's absences also affected her ability to perform her teaching

duties effectively.

**C. INCOMPETENCY**

30. Respondent's actions, as alleged in paragraphs six (6) through twenty-four (24), incorporated herein by reference, constitute incompetency as a result of inefficiency. Respondent failed to perform duties prescribed by law by accumulating an excessive amount of absences.

**D. GROSS INSUBORDINATION**

31. Respondent's actions, as alleged in paragraphs six (6) through twenty-four (24), incorporated herein by reference, constitute gross insubordination. SIGLER's supervisors have previously directed her on several occasions to discontinue her pattern of excessive absenteeism, as well as, to discontinue the use of unpaid leave.

**E. WILLFUL NEGLECT OF DUTY**

32. Respondent's actions, as alleged in paragraphs six (6) through twenty-four (24), incorporated herein by reference, constitute willful neglect of duty by her continued failure to regularly attend work as an educator and her failure to follow the directive of her supervisors.

**F. ABSENCE WITHOUT LEAVE**

33. Respondent's actions, as alleged in paragraphs six (6) through twenty-four (24), incorporated herein by reference,

violated §1012.67 Fla. Stat., which provides that any **"district school board employee who is willfully absent from duty without leave... shall be subject to termination by the district school board."**

**G. SCHOOL BOARD POLICY 4008**

34. School Board Policy 4008, requires "all employees who have been issued contracts to comply with the provisions of the Florida School Code, State Board Regulations and regulations and policies of the Board."

35. Respondent is in violation of School Board 4008(B), which requires that "members of instructional staff shall perform the following functions":

3. Infuse in the classroom, the District's adopted Character Education Traits of Respect, Honesty, Kindness, Self-Control, Tolerance, Cooperation, Responsibility and Citizenship.

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8. Conform to all rules and regulations that maybe prescribed by the State Board and by the School Board.

36. Additionally, Policy 4008(C) requires the following:

- Instructional personnel to work 196 days, 180 of which must be devoted to working full-time on instructional matters. Instructional personnel must be on duty a minimum of seven and one-half (7 1/2) hours daily.

- All members of the instructional staff shall be expected to teach a full schedule of classes, unless prior approval from the Area Superintendent or Superintendent of Schools has been obtained.

## **H. COLLECTIVE BARGAINING AGREEMENT**

37. Respondent's actions violate the Collective Bargaining Agreement ("CBA"), Article Five, "Conditions of Employment":

E. Length of Workday: "The employees' workday shall be seven and one-half (7 ½) consecutive hours, including the lunch period. The normal teaching load for assigned classes shall not exceed a daily average of three hundred (300) minutes."

38. Due to the Respondent's repeated excessive absences, she was unable to work the required consecutive hours and minutes as defined by the CBA.

39. In addition, Respondent's actions violate Article Twenty-Three, Section A.4.:

4. Use of Sick Leave: An employee shall have the right to use sick leave in one-half or full-day units, for the purpose of medical or dental appointments.

If an immediate supervisor suspects an abuse of sick leave, he or she shall first investigate the matter and discuss the findings with the affected employee.

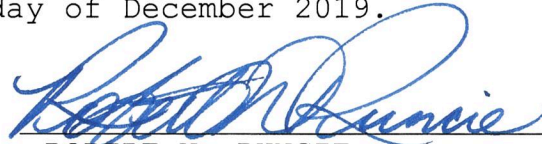
An abuse of sick leave is defined as a pattern or series of absences, which occur over an extended period of time and on a regular and predictable basis and without adequate justification. For example a regular and predictable basis would be: sick leave being used as soon as earned; absence on only Mondays or Fridays; absences occurring on the days before or after a holiday period; absences occurring on the day after a payday on a regular basis.

If the investigation sustains that a documented pattern of abuse does exist the employee may be subject to disciplinary action as per Article section B (1).

**DEMAND FOR RELIEF**

WHEREFORE, based upon the foregoing, Petitioner, Robert W. Runcie, Superintendent of Schools, recommends that the School Board terminate the Respondent, DANA M. SIGLER, for the foregoing facts and legal authority.

EXECUTED this 18<sup>th</sup> day of December 2019.



ROBERT W. RUNCIE,  
Superintendent of Schools,  
Broward County

Respectfully submitted:  
Douglas G. Griffin, Esq.  
Assistant General Counsel  
Maya A. Moore, Esq.  
Assistant General Counsel



NOTICE

If you wish to contest the charges, you must, within 15 calendar days after receipt of the written notice, submit a written request for a hearing to Robert W. Runcie, Superintendent, Broward County School District, 600 3<sup>rd</sup> Ave., Ft. Lauderdale, FL, 33301. If timely requested, such hearing shall be conducted by an administrative law judge assigned by the Division of Administrative Hearings of the Department of Management Services. The hearing shall be conducted within 60 days after receipt of the written appeal in accordance with chapter 120, Florida Statutes.

FAILURE TO TIMELY REQUEST A HEARING WILL RESULT IN A WAIVER OF THE RIGHT TO CONTEST THE CHARGES.

IF YOU WANT TO HIRE AN ATTORNEY, YOU HAVE THE RIGHT TO BE REPRESENTED BY AN ATTORNEY IN THIS MATTER.

**EXHIBIT "A"**  
**2013-2014 FMLA ABSENCES**  
**DANA SIGLER**

Name of employee	Date	Absence type	Hours	FMLA
SIGLER, DANA M.	9/26/2013	PLV	4.75	N
SIGLER, DANA M.	9/27/2013	PLV	7.50	N
SIGLER, DANA M.	10/16/2013	PLV	4.50	N
SIGLER, DANA M.	11/4/2013	PLV	0.25	N
SIGLER, DANA M.	2/3/2014	PLV	7.50	N
SIGLER, DANA M.	2/4/2014	PLV	7.50	N
SIGLER, DANA M.	2/5/2014	PLV	7.50	N
SIGLER, DANA M.	3/10/2014	PLV	5.00	N
SIGLER, DANA M.	3/11/2014	PLV	7.50	N
SIGLER, DANA M.	3/12/2014	PLV	7.50	N
SIGLER, DANA M.	3/13/2014	PLV	2.75	N
SIGLER, DANA M.	4/7/2014	PLV	7.50	N
SIGLER, DANA M.	5/5/2014	PLV	7.50	N
SIGLER, DANA M.	5/6/2014	PLV	7.50	N
SIGLER, DANA M.	5/7/2014	PLV	7.50	N
SIGLER, DANA M.	5/8/2014	PLV	7.50	N
SIGLER, DANA M.	5/12/2014	PLV	7.50	N
SIGLER, DANA M.	5/13/2014	PLV	7.50	N
SIGLER, DANA M.	5/14/2014	PLV	7.50	N
SIGLER, DANA M.	5/15/2014	PLV	7.50	N
SIGLER, DANA M.	5/16/2014	PLV	3.75	N

Exhibit "A"

**EXHIBIT "B"**  
**2014-2015 FMLA ABSENCES**  
**DANA SIGLER**

Name of employee	Date	Absence type	Hours	FMLA
SIGLER,DANA M.	9/5/2014	PLV	2.00	N
SIGLER,DANA M.	9/8/2014	PLV	7.50	N
SIGLER,DANA M.	9/23/2014	PLV	7.50	N
SIGLER,DANA M.	9/24/2014	PLV	7.50	N
SIGLER,DANA M.	9/26/2014	PLV	7.50	N
SIGLER,DANA M.	12/2/2014	PLV	4.75	N
SIGLER,DANA M.	12/3/2014	PLV	7.50	N
SIGLER,DANA M.	12/4/2014	PLV	7.50	N
SIGLER,DANA M.	12/5/2014	PLV	7.50	N
SIGLER,DANA M.	1/5/2015	PLV	7.50	N
SIGLER,DANA M.	2/2/2015	PLV	1.50	N
SIGLER,DANA M.	2/3/2015	PLV	7.50	N
SIGLER,DANA M.	2/4/2015	PLV	7.50	N
SIGLER,DANA M.	2/5/2015	PLV	7.50	N
SIGLER,DANA M.	2/6/2015	PLV	7.50	N
SIGLER,DANA M.	2/10/2015	PLV	7.50	Y
SIGLER,DANA M.	2/11/2015	PLV	7.50	Y
SIGLER,DANA M.	2/12/2015	PLV	7.50	Y
SIGLER,DANA M.	2/13/2015	PLV	7.50	Y
SIGLER,DANA M.	2/17/2015	PLV	7.50	Y
SIGLER,DANA M.	2/18/2015	PLV	7.50	Y
SIGLER,DANA M.	2/19/2015	PLV	7.50	Y
SIGLER,DANA M.	2/20/2015	PLV	7.50	Y
SIGLER,DANA M.	2/23/2015	PLV	7.50	Y
SIGLER,DANA M.	2/24/2015	PLV	7.50	Y
SIGLER,DANA M.	2/25/2015	PLV	7.50	Y
SIGLER,DANA M.	2/26/2015	PLV	7.50	Y
SIGLER,DANA M.	2/27/2015	PLV	7.50	Y
SIGLER,DANA M.	3/2/2015	PLV	7.50	Y
SIGLER,DANA M.	3/3/2015	PLV	7.50	Y
SIGLER,DANA M.	4/9/2015	PLV	7.50	N
SIGLER,DANA M.	4/24/2015	PLV	1.25	N
SIGLER,DANA M.	5/18/2015	PLV	7.50	N
SIGLER,DANA M.	5/19/2015	PLV	3.50	N
SIGLER,DANA M.	5/22/2015	PLV	3.00	N
SIGLER,DANA M.	5/26/2015	PLV	7.50	N

Exhibit "B"

**EXHIBIT "C"**  
**2015-2016 FMLA ABSENCES**  
**DANA SIGLER**

Name of employee	Date	Absence type	Hours	FMLA
SIGLER,DANA M.	9/8/2015	PLV	7.50	Y
SIGLER,DANA M.	9/9/2015	PLV	7.50	Y
SIGLER,DANA M.	9/10/2015	PLV	7.50	Y
SIGLER,DANA M.	9/11/2015	PLV	7.50	Y
SIGLER,DANA M.	9/15/2015	PLV	7.50	Y
SIGLER,DANA M.	9/16/2015	PLV	7.50	Y
SIGLER,DANA M.	9/17/2015	PLV	7.50	Y
SIGLER,DANA M.	9/18/2015	PLV	7.50	Y
SIGLER,DANA M.	9/21/2015	PLV	7.50	Y
SIGLER,DANA M.	9/22/2015	PLV	7.50	Y
SIGLER,DANA M.	9/24/2015	PLV	7.50	Y
SIGLER,DANA M.	9/25/2015	PLV	7.50	Y
SIGLER,DANA M.	9/28/2015	PLV	7.50	Y
SIGLER,DANA M.	9/29/2015	PLV	7.50	Y
SIGLER,DANA M.	9/30/2015	PLV	7.50	Y
SIGLER,DANA M.	10/1/2015	PLV	7.50	Y
SIGLER,DANA M.	10/2/2015	PLV	7.50	Y
SIGLER,DANA M.	10/5/2015	PLV	7.50	Y
SIGLER,DANA M.	10/6/2015	PLV	7.50	Y
SIGLER,DANA M.	2/29/2016	PLV	7.50	N
SIGLER,DANA M.	3/1/2016	PLV	7.50	N
SIGLER,DANA M.	3/2/2016	PLV	7.50	N
SIGLER,DANA M.	3/28/2016	PLV	2.50	N
SIGLER,DANA M.	3/29/2016	PLV	4.25	N
SIGLER,DANA M.	4/18/2016	PLV	7.50	N
SIGLER,DANA M.	4/27/2016	PLV	7.50	N
SIGLER,DANA M.	5/9/2016	PLV	7.50	N
SIGLER,DANA M.	5/10/2016	PLV	7.50	N
SIGLER,DANA M.	5/11/2016	PLV	7.50	N
SIGLER,DANA M.	5/12/2016	PLV	7.50	N
SIGLER,DANA M.	5/13/2016	PLV	7.50	N
SIGLER,DANA M.	5/16/2016	PLV	7.50	N

Exhibit "C"



**EXHIBIT "D"**  
**2016-2017 FMLA ABSENCES**  
**DANA SIGLER**

Name of employee	Date	Absence type	Hours	FMLA
SIGLER,DANA M.	10/5/2016	PLV	3.75	N
SIGLER,DANA M.	10/11/2016	PLV	7.50	Y
SIGLER,DANA M.	10/13/2016	PLV	7.50	Y
SIGLER,DANA M.	10/14/2016	PLV	7.50	Y
SIGLER,DANA M.	10/17/2016	PLV	7.50	Y
SIGLER,DANA M.	10/18/2016	PLV	7.50	Y
SIGLER,DANA M.	10/19/2016	PLV	7.50	Y
SIGLER,DANA M.	10/20/2016	PLV	7.50	Y
SIGLER,DANA M.	10/21/2016	PLV	7.50	Y
SIGLER,DANA M.	10/24/2016	PLV	7.50	Y
SIGLER,DANA M.	10/25/2016	PLV	7.50	Y
SIGLER,DANA M.	10/26/2016	PLV	7.50	Y
SIGLER,DANA M.	10/27/2016	PLV	7.50	Y
SIGLER,DANA M.	10/28/2016	PLV	7.50	Y
SIGLER,DANA M.	10/31/2016	PLV	7.50	Y
SIGLER,DANA M.	11/1/2016	PLV	7.50	Y
SIGLER,DANA M.	11/14/2016	PLV	7.50	N
SIGLER,DANA M.	11/15/2016	PLV	7.50	N
SIGLER,DANA M.	11/16/2016	PLV	7.50	N
SIGLER,DANA M.	11/17/2016	PLV	7.50	N
SIGLER,DANA M.	11/18/2016	PLV	7.50	N
SIGLER,DANA M.	11/21/2016	PLV	7.50	N
SIGLER,DANA M.	11/22/2016	PLV	7.50	N
SIGLER,DANA M.	11/28/2016	PLV	7.50	N
SIGLER,DANA M.	11/29/2016	PLV	7.50	N
SIGLER,DANA M.	1/18/2017	PLV	3.50	N
SIGLER,DANA M.	1/19/2017	PLV	7.50	N
SIGLER,DANA M.	1/20/2017	PLV	7.50	N
SIGLER,DANA M.	2/13/2017	PLV	7.50	N
SIGLER,DANA M.	2/14/2017	PLV	7.50	N
SIGLER,DANA M.	2/22/2017	PLV	7.50	N
SIGLER,DANA M.	2/23/2017	PLV	7.50	N
SIGLER,DANA M.	2/24/2017	PLV	7.50	N
SIGLER,DANA M.	2/27/2017	PLV	7.50	N
SIGLER,DANA M.	2/28/2017	PLV	7.50	Y
SIGLER,DANA M.	3/1/2017	PLV	7.50	Y
SIGLER,DANA M.	3/2/2017	PLV	7.50	Y
SIGLER,DANA M.	3/3/2017	PLV	7.50	Y
SIGLER,DANA M.	3/6/2017	PLV	7.50	Y
SIGLER,DANA M.	3/7/2017	PLV	7.50	Y
SIGLER,DANA M.	3/8/2017	PLV	7.50	Y
SIGLER,DANA M.	3/9/2017	PLV	7.50	Y

Exhibit "D"

**EXHIBIT "D"**  
**2016-2017 FMLA ABSENCES**

**DANA SIGLER**

Name of employee	Date	Absence type	Hours	FMLA
SIGLER,DANA M.	3/10/2017	PLV	7.50	Y
SIGLER,DANA M.	3/13/2017	PLV	7.50	Y
SIGLER,DANA M.	3/14/2017	PLV	7.50	Y
SIGLER,DANA M.	3/15/2017	PLV	7.50	Y
SIGLER,DANA M.	3/16/2017	PLV	7.50	Y
SIGLER,DANA M.	3/17/2017	PLV	7.50	Y
SIGLER,DANA M.	3/20/2017	PLV	7.50	Y
SIGLER,DANA M.	3/21/2017	PLV	7.50	Y
SIGLER,DANA M.	3/22/2017	PLV	7.50	Y
SIGLER,DANA M.	3/23/2017	PLV	7.50	Y
SIGLER,DANA M.	3/24/2017	PLV	7.50	Y
SIGLER,DANA M.	3/27/2017	PLV	7.50	Y
SIGLER,DANA M.	3/28/2017	PLV	7.50	Y
SIGLER,DANA M.	3/29/2017	PLV	7.50	Y
SIGLER,DANA M.	3/30/2017	PLV	7.50	Y
SIGLER,DANA M.	3/31/2017	PLV	7.50	Y
SIGLER,DANA M.	4/28/2017	PLV	7.50	N
SIGLER,DANA M.	5/16/2017	PLV	7.50	Y
SIGLER,DANA M.	5/17/2017	PLV	7.50	Y
SIGLER,DANA M.	5/18/2017	PLV	7.50	Y
SIGLER,DANA M.	5/19/2017	PLV	7.50	Y
SIGLER,DANA M.	5/22/2017	PLV	7.50	Y
SIGLER,DANA M.	5/23/2017	PLV	7.50	Y
SIGLER,DANA M.	5/24/2017	PLV	7.50	Y
SIGLER,DANA M.	5/25/2017	PLV	7.50	Y
SIGLER,DANA M.	5/26/2017	PLV	7.50	Y
SIGLER,DANA M.	5/30/2017	PLV	7.50	Y
SIGLER,DANA M.	5/31/2017	PLV	7.50	Y
SIGLER,DANA M.	6/1/2017	PLV	7.50	Y
SIGLER,DANA M.	6/2/2017	PLV	7.50	Y
SIGLER,DANA M.	6/5/2017	PLV	7.50	Y
SIGLER,DANA M.	6/6/2017	PLV	7.50	Y
SIGLER,DANA M.	6/7/2017	PLV	7.50	Y
SIGLER,DANA M.	6/8/2017	PLV	7.50	Y
SIGLER,DANA M.	6/9/2017	PLV	7.50	Y



**EXHIBIT "E"**  
**2017-2018 FMLA ABSENCES**  
**DANA SIGLER**

Name of employee	Date	Absence type	Hours	FMLA
SIGLER,DANA M.	8/16/2017	PLV	7.50	N
SIGLER,DANA M.	8/17/2017	PLV	7.50	N
SIGLER,DANA M.	8/18/2017	PLV	7.50	N
SIGLER,DANA M.	10/19/2017	PLV	2.25	Y
SIGLER,DANA M.	10/23/2017	PLV	7.50	Y
SIGLER,DANA M.	10/24/2017	PLV	7.50	Y
SIGLER,DANA M.	10/25/2017	PLV	7.50	Y
SIGLER,DANA M.	10/26/2017	PLV	7.50	Y
SIGLER,DANA M.	10/27/2017	PLV	7.50	Y
SIGLER,DANA M.	10/30/2017	PLV	5.50	Y
SIGLER,DANA M.	10/31/2017	PLV	5.50	Y
SIGLER,DANA M.	11/1/2017	PLV	7.50	Y
SIGLER,DANA M.	11/2/2017	PLV	7.50	Y
SIGLER,DANA M.	11/3/2017	PLV	7.50	Y
SIGLER,DANA M.	11/6/2017	PLV	7.50	Y
SIGLER,DANA M.	11/7/2017	PLV	7.50	Y
SIGLER,DANA M.	11/27/2017	PLV	2.75	Y
SIGLER,DANA M.	11/28/2017	PLV	7.50	Y
SIGLER,DANA M.	11/29/2017	PLV	7.50	Y
SIGLER,DANA M.	11/30/2017	PLV	7.50	Y
SIGLER,DANA M.	12/1/2017	PLV	7.50	Y
SIGLER,DANA M.	12/4/2017	PLV	7.50	Y
SIGLER,DANA M.	12/5/2017	PLV	7.50	Y
SIGLER,DANA M.	12/6/2017	PLV	7.50	Y
SIGLER,DANA M.	12/7/2017	PLV	7.50	Y
SIGLER,DANA M.	12/8/2017	PLV	7.50	Y
SIGLER,DANA M.	12/11/2017	PLV	7.50	Y
SIGLER,DANA M.	12/12/2017	PLV	7.50	Y
SIGLER,DANA M.	12/18/2017	PLV	7.50	Y
SIGLER,DANA M.	1/9/2018	PLV	1.00	Y
SIGLER,DANA M.	1/10/2018	PLV	7.50	Y
SIGLER,DANA M.	1/11/2018	PLV	4.50	Y
SIGLER,DANA M.	1/12/2018	PLV	7.50	Y
SIGLER,DANA M.	1/31/2018	PLV	7.50	Y
SIGLER,DANA M.	2/8/2018	PLV	7.50	Y
SIGLER,DANA M.	2/9/2018	PLV	7.50	Y
SIGLER,DANA M.	2/12/2018	PLV	7.50	Y
SIGLER,DANA M.	2/13/2018	PLV	7.50	Y
SIGLER,DANA M.	2/14/2018	PLV	7.50	Y
SIGLER,DANA M.	2/15/2018	PLV	7.50	Y
SIGLER,DANA M.	2/16/2018	PLV	7.50	N
SIGLER,DANA M.	2/23/2018	PLV	0.75	N

Exhibit "E"

**EXHIBIT "E"**  
**2017-2018 FMLA ABSENCES**  
**DANA SIGLER**

Name of employee	Date	Absence type	Hours	FMLA
SIGLER,DANA M.	3/12/2018	PLV	1.25	N
SIGLER,DANA M.	3/13/2018	PLV	7.50	N
SIGLER,DANA M.	3/15/2018	PLV	1.75	N
SIGLER,DANA M.	4/3/2018	PLV	4.75	N
SIGLER,DANA M.	4/4/2018	PLV	7.50	N
SIGLER,DANA M.	4/5/2018	PLV	4.50	N
SIGLER,DANA M.	4/10/2018	PLV	7.50	N
SIGLER,DANA M.	4/11/2018	PLV	7.50	N
SIGLER,DANA M.	4/12/2018	PLV	7.50	N
SIGLER,DANA M.	4/13/2018	PLV	7.50	N
SIGLER,DANA M.	4/16/2018	PLV	7.50	N
SIGLER,DANA M.	4/17/2018	PLV	7.50	N
SIGLER,DANA M.	4/18/2018	PLV	7.50	N
SIGLER,DANA M.	4/23/2018	PLV	7.50	Y
SIGLER,DANA M.	4/24/2018	PLV	7.50	Y
SIGLER,DANA M.	4/25/2018	PLV	7.50	Y
SIGLER,DANA M.	4/26/2018	PLV	7.50	Y
SIGLER,DANA M.	4/27/2018	PLV	7.50	Y
SIGLER,DANA M.	4/30/2018	PLV	7.50	Y
SIGLER,DANA M.	5/1/2018	PLV	7.50	Y
SIGLER,DANA M.	5/2/2018	PLV	7.50	Y
SIGLER,DANA M.	5/3/2018	PLV	7.50	Y
SIGLER,DANA M.	5/4/2018	PLV	7.50	Y
SIGLER,DANA M.	5/7/2018	PLV	7.50	Y
SIGLER,DANA M.	5/8/2018	PLV	7.50	Y
SIGLER,DANA M.	5/9/2018	PLV	6.25	Y
SIGLER,DANA M.	5/10/2018	PLV	4.50	Y
SIGLER,DANA M.	5/11/2018	PLV	7.50	Y
SIGLER,DANA M.	5/14/2018	PLV	7.50	Y
SIGLER,DANA M.	5/15/2018	PLV	7.50	Y
SIGLER,DANA M.	5/16/2018	PLV	7.50	Y
SIGLER,DANA M.	5/17/2018	PLV	7.50	Y
SIGLER,DANA M.	5/18/2018	PLV	7.50	Y
SIGLER,DANA M.	5/21/2018	PLV	7.50	Y
SIGLER,DANA M.	5/22/2018	PLV	7.50	Y
SIGLER,DANA M.	6/1/2018	PLV	0.75	N



**EXHIBIT "F"**  
**2018-2019 FMLA ABSENCES**  
**DANA SIGLER**

Name of employee	Date	Absence type	Hours	FMLA
SIGLER, DANA M.	1/8/2019	PLV	7.50	N
SIGLER, DANA M.	1/9/2019	PLV	7.50	Y
SIGLER, DANA M.	1/10/2019	PLV	7.50	Y
SIGLER, DANA M.	1/11/2019	PLV	7.50	Y
SIGLER, DANA M.	1/14/2019	PLV	7.50	Y
SIGLER, DANA M.	1/15/2019	PLV	7.50	Y
SIGLER, DANA M.	1/16/2019	PLV	7.50	Y
SIGLER, DANA M.	1/17/2019	PLV	7.50	Y
SIGLER, DANA M.	1/18/2019	PLV	7.50	Y
SIGLER, DANA M.	1/22/2019	PLV	7.50	Y
SIGLER, DANA M.	1/23/2019	PLV	7.50	Y
SIGLER, DANA M.	1/24/2019	PLV	7.50	Y
SIGLER, DANA M.	1/25/2019	PLV	7.50	Y
SIGLER, DANA M.	1/28/2019	PLV	7.50	Y
SIGLER, DANA M.	1/29/2019	PLV	7.50	Y
SIGLER, DANA M.	1/30/2019	PLV	7.50	Y
SIGLER, DANA M.	1/31/2019	PLV	7.50	Y
SIGLER, DANA M.	2/1/2019	PLV	7.50	Y
SIGLER, DANA M.	2/4/2019	PLV	7.50	Y
SIGLER, DANA M.	2/5/2019	PLV	7.50	Y
SIGLER, DANA M.	2/6/2019	PLV	7.50	Y
SIGLER, DANA M.	2/7/2019	PLV	7.50	Y
SIGLER, DANA M.	2/8/2019	PLV	7.50	Y
SIGLER, DANA M.	2/11/2019	PLV	7.50	Y
SIGLER, DANA M.	2/12/2019	PLV	7.50	Y
SIGLER, DANA M.	2/13/2019	PLV	7.50	Y
SIGLER, DANA M.	2/14/2019	PLV	7.50	Y
SIGLER, DANA M.	2/15/2019	PLV	7.50	Y
SIGLER, DANA M.	2/19/2019	PLV	7.50	Y
SIGLER, DANA M.	2/20/2019	PLV	7.50	Y
SIGLER, DANA M.	2/21/2019	PLV	7.50	Y
SIGLER, DANA M.	2/22/2019	PLV	7.50	Y
SIGLER, DANA M.	2/25/2019	PLV	7.50	Y
SIGLER, DANA M.	2/26/2019	PLV	7.50	Y
SIGLER, DANA M.	2/27/2019	PLV	7.50	Y
SIGLER, DANA M.	2/28/2019	PLV	7.50	Y
SIGLER, DANA M.	3/1/2019	PLV	7.50	Y
SIGLER, DANA M.	3/4/2019	PLV	7.50	Y
SIGLER, DANA M.	3/5/2019	PLV	7.50	Y
SIGLER, DANA M.	3/6/2019	PLV	7.50	Y
SIGLER, DANA M.	3/7/2019	PLV	7.50	Y
SIGLER, DANA M.	3/8/2019	PLV	7.50	Y

Exhibit "F"

**EXHIBIT "F"**  
**2018-2019 FMLA ABSENCES**  
**DANA SIGLER**

Name of employee	Date	Absence type	Hours	FMLA
SIGLER,DANA M.	3/11/2019	PLV	7.50	Y
SIGLER,DANA M.	3/12/2019	PLV	7.50	Y
SIGLER,DANA M.	3/13/2019	PLV	7.50	Y
SIGLER,DANA M.	3/14/2019	PLV	7.50	Y
SIGLER,DANA M.	3/15/2019	PLV	7.50	Y
SIGLER,DANA M.	3/18/2019	PLV	7.50	Y
SIGLER,DANA M.	3/19/2019	PLV	7.50	Y
SIGLER,DANA M.	3/20/2019	PLV	7.50	Y
SIGLER,DANA M.	3/21/2019	PLV	7.50	Y
SIGLER,DANA M.	3/22/2019	PLV	7.50	Y
SIGLER,DANA M.	4/1/2019	PLV	7.50	Y
SIGLER,DANA M.	4/2/2019	PLV	7.50	Y
SIGLER,DANA M.	4/3/2019	PLV	7.50	Y
SIGLER,DANA M.	4/4/2019	PLV	7.50	Y
SIGLER,DANA M.	4/5/2019	PLV	7.50	Y
SIGLER,DANA M.	4/8/2019	PLV	7.50	Y
SIGLER,DANA M.	4/9/2019	PLV	7.50	Y
SIGLER,DANA M.	4/10/2019	PLV	7.50	Y
SIGLER,DANA M.	4/11/2019	PLV	7.50	Y
SIGLER,DANA M.	4/15/2019	PLV	7.50	N
SIGLER,DANA M.	4/16/2019	PLV	7.50	N
SIGLER,DANA M.	4/23/2019	PLV	7.50	N
SIGLER,DANA M.	5/6/2019	PLV	0.50	N
SIGLER,DANA M.	5/28/2019	PLV	7.50	N
SIGLER,DANA M.	5/29/2019	PLV	7.50	N



**EXHIBIT "G"**  
**2019-2020 FMLA ABSENCES**  
**DANA SIGLER**

Name of employee	Date	Absence type	Hours	FMLA
SIGLER,DANA M.	8/19/2019	PLV	7.50	N
SIGLER,DANA M.	8/20/2019	PLV	7.50	N
SIGLER,DANA M.	8/22/2019	PLV	7.50	N
SIGLER,DANA M.	8/26/2019	PLV	7.50	N
SIGLER,DANA M.	8/27/2019	PLV	7.50	N
SIGLER,DANA M.	8/28/2019	PLV	7.50	N
SIGLER,DANA M.	8/29/2019	PLV	7.50	N
SIGLER,DANA M.	8/30/2019	PLV	7.50	N
SIGLER,DANA M.	9/4/2019	PLV	7.50	N
SIGLER,DANA M.	9/5/2019	PLV	7.50	N
SIGLER,DANA M.	9/6/2019	PLV	7.50	N
SIGLER,DANA M.	9/9/2019	PLV	7.50	N
SIGLER,DANA M.	9/10/2019	PLV	7.50	N
SIGLER,DANA M.	9/11/2019	PLV	7.50	N
SIGLER,DANA M.	9/12/2019	PLV	7.50	N
SIGLER,DANA M.	9/13/2019	PLV	7.50	N
SIGLER,DANA M.	9/16/2019	PLV	7.50	N
SIGLER,DANA M.	9/17/2019	PLV	7.50	N
SIGLER,DANA M.	9/18/2019	PLV	7.50	N
SIGLER,DANA M.	9/19/2019	PLV	7.50	N
SIGLER,DANA M.	9/20/2019	PLV	7.50	N
SIGLER,DANA M.	9/23/2019	PLV	7.50	N
SIGLER,DANA M.	9/24/2019	PLV	7.50	N
SIGLER,DANA M.	9/25/2019	PLV	7.50	N
SIGLER,DANA M.	9/26/2019	PLV	7.50	N
SIGLER,DANA M.	9/27/2019	PLV	7.50	N
SIGLER,DANA M.	10/1/2019	PLV	7.50	N
SIGLER,DANA M.	10/2/2019	PLV	7.50	N
SIGLER,DANA M.	10/3/2019	PLV	7.50	N
SIGLER,DANA M.	10/4/2019	PLV	7.50	N
SIGLER,DANA M.	11/12/2019	PLV	3.00	Y
SIGLER,DANA M.	11/13/2019	PLV	7.50	Y
SIGLER,DANA M.	11/14/2019	PLV	7.50	Y
SIGLER,DANA M.	11/15/2019	PLV	7.50	N
SIGLER,DANA M.	11/18/2019	PLV	7.50	N
SIGLER,DANA M.	11/19/2019	PLV	7.50	N
SIGLER,DANA M.	11/20/2019	PLV	7.50	N
SIGLER,DANA M.	11/21/2019	PLV	7.50	N
SIGLER,DANA M.	11/22/2019	PLV	7.50	N
SIGLER,DANA M.	11/25/2019	PLV	7.50	N
SIGLER,DANA M.	11/26/2019	PLV	7.50	N
SIGLER,DANA M.	12/2/2019	PLV	7.50	N

Exhibit "G"

**EXHIBIT "G"**  
**2019-2020 FMLA ABSENCES**  
**DANA SIGLER**

Name of employee	Date	Absence type	Hours	FMLA
SIGLER, DANA M.	12/3/2019	PLV	7.50	N
SIGLER, DANA M.	12/4/2019	PLV	7.50	N
SIGLER, DANA M.	12/5/2019	PLV	7.50	N
SIGLER, DANA M.	12/6/2019	PLV	7.50	N
SIGLER, DANA M.	12/9/2019	PLV	7.50	Y
SIGLER, DANA M.	12/10/2019	PLV	7.50	Y

**RETURN OF SERVICE**

LETTER, NOTICE and ADMINISTRATIVE COMPLAINT WITH EXHIBITS

Case Number: N/A

Petitioner:

**ROBERT W. RUNICE, Superintendent of Schools,**

vs.

Respondent:

**DANA M. SIGLER,**

For:

Douglas G. Griffin, Esq.

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

600 SE Third Ave

14th Floor

Fort Lauderdale, FL 33301

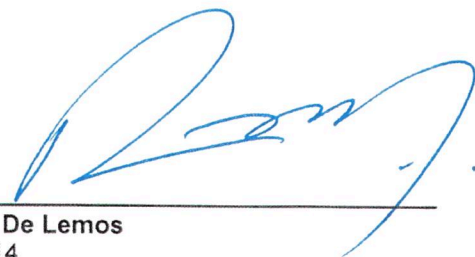
Received by Professional Process Servers on the 18th day of December, 2019 at 9:00 am to be served on **MS. DANA M. SIGLER, 10736 NW 21 STREET, CORAL SPRINGS, FL 33071.**

I, Roberto De Lemos, do hereby affirm that on the **18th day of December, 2019 at 7:45 pm, I:**

**SUBSTITUTE** served by delivering a true copy of the **LETTER, NOTICE and ADMINISTRATIVE COMPLAINT WITH EXHIBITS** with the date and hour of service endorsed thereon by me, to: **BENJAMIN LYLE** as **CO-RESIDENT** at the address of: **10736 NW 21 STREET, CORAL SPRINGS, FL 33071**, the within named person's usual place of **Abode**, who resides therein, who is fifteen (15) years of age or older and informed said person of the contents therein, in compliance with state statutes.

**Description** of Person Served: Age: 40s, Sex: M, Race/Skin Color: WHITE, Height: 6'1, Weight: 190, Hair: LIGHT BROWN, Glasses: Y

Under penalty of perjury, I declare that I have read the foregoing and that the facts stated in it are true, that I am a Sheriff Appointed Process Server in the county in which this defendant/witness was served and have no interest in the above action. Pursuant to FS 92.525(2), no notary is required.



Roberto De Lemos  
SPS#1114

**Professional Process Servers  
& Investigators, Inc.  
1749 N.E. 26th Street, Suite A  
Wilton Manors, FL 33305  
(954) 566-2523**

Our Job Serial Number: FIS-2019019093