

SUMMARY EXPLANATION AND BACKGROUND

During the 2019-2020 school year, DANA M. SIGLER (hereinafter “SIGLER”) exhausted all her personal and sick leave, and also took an additional five (5) days of FMLA leave, and forty-three (43) full days of unpaid leave. Additionally, during the past five (5) school years from 2013-2014 through 2018-2019, SIGLER exhausted all her personal and sick leave, as well as two-hundred and fifteen (215) days of FMLA leave. Further, she took one-hundred and twenty-one (121) full days, and twenty-three (23) partial days of unpaid leave. This recommendation for termination is part of progressive discipline and is intended to address a pattern of excessive absenteeism.

As background and in support of the recommendation, on or about December 13, 2016, SIGLER received a verbal reprimand regarding her pattern of excessive absenteeism. 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. 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. On December 14, 2018, the Broward County School Board approved the recommendation of a 3-day suspension without pay. After SIGLER’s timely request for administrative review and before hearing, the parties entered into a Settlement Agreement. 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.

The Assistant General Counsel prepared the Administrative Complaint and notice will be served on SIGLER that a recommendation for her termination will be presented to the School Board on January 14, 2020, so that her deadline for requesting a hearing will expire prior to the Board meeting. Staff will advise the School Board whether a hearing has been requested no later than by the start of the Board meeting on January 14, 2020.