

Office of School Board Attorney
Walter J. Harvey, School Board Attorney

SUBJECT: MIAMI-DADE COUNTY SCHOOL BOARD v. KIA PARKER, DOAH Case No. 17-5797

Respondent, Kia Parker, is a teacher that is presently assigned to Kelsey L. Pharr Elementary School. Respondent has been working as a teacher for the District for thirteen (13) years with no prior disciplinary history. In late 2015 while working at Poinciana Park Elementary School, Respondent began a pattern of arriving at work late. The tardiness continued into the 2016-2017 school year despite being issued directives multiple times, having had several conferences for the record and after having received a written reprimand. On October 11, 2017, the School Board suspended Respondent for ten (10) workdays without pay for just cause, including but not limited to, violation of School Board Policies 3210 – *Standards of Ethical Conduct* and 3210.01 – *Code of Ethics* in accordance with §§ 1001.32(2), 1012.22(1)(f), 1012.33; 102.67 and 447.209, Fla. Stat.; and State Board Rules 6A-5.056 and 6A-10.081, F.A.C.

In order avoid the cost of litigation, and to obviate the need for a formal hearing, the parties have reached a settlement in the present matter wherein the Respondent has agreed to waive her right to a hearing and accept a suspension of five (5) work days.

Administration is in agreement with the disposition of this matter in the manner indicated herein. Acceptance of the proposed Agreement is in the best interests of the School Board.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the proposed Agreement in the case of THE SCHOOL BOARD OF MIAMI-DADE COUNTY FLORIDA v. KIA PARKER, DOAH Case No. 17-5797, suspending Respondent for five (5) workdays without pay.