



Re: Duval County School Board v. Cleveland F. Williams, Jr.

DOAH Case Number 02-003094

RO Date – 01/29/03

As required by subsection 120.57(1)(m), Florida Statute, Duval County Public Schools is attaching a copy of the Final Order(s), along with any exceptions for Cleveland Williams, Jr., a former employee of Duval County Public Schools.

Mr. Williams was suspended without pay on August 7, 2002. On January 29, 2003, Administrative Law Judge Stephen F. Dean recommended, "That the Board provide Respondent another year in which timely and appropriate in-service training is provided to correct his deficiencies in teaching." The final agency action on the Recommended Order as follows: (a) the Duval County School Board took administrative action based on the Recommended Order and compensated Mr. Williams with his salary from the date of the Order (January 29, 2003) until the end of the school year (June 2003); and (b) Mr. Williams returned to work in August 2003 and received additional training. To comply with the aforementioned Florida law, attached are the following documents:

1. Recommended Order
2. See Attached DCPS Agenda - Settlement Agreement
3. Duval County School Board Agenda Request Form
4. Training and Events – Employee Workshops Attended
5. Letter Terminating Employment Due to Retirement



Vicki, Secretary

e-Agenda Manager

Regular Board Meeting Tuesday, March 04, 2003

[Back to Agenda Composer](#)
[Log Out](#)
[Help](#)

## Human Resource Services: SETTLEMENT AGREEMENT

### Title:

APPROVAL OF SETTLEMENT AGREEMENT WITH CLEVELAND F. WILLIAMS, JR.

### Requested Action:

THAT THE DUVAL COUNTY SCHOOL BOARD APPROVE A SETTLEMENT AGREEMENT WITH CLEVELAND F. WILLIAMS, JR. REGARDING THE TERMINATION OF HIS EMPLOYMENT AS A TEACHER. AS A RESULT OF THIS AGREEMENT, MR. WILLIAMS WILL BE PAID A LUMP SUM OF \$17,822 AND WILL BE ALLOWED TO RETURN TO WORK IN AUGUST, 2003.

### Summary Explanation and Background:

Cleveland F. Williams, Jr. was a science teacher who received an unsatisfactory evaluation during the 2000-2001 school year while he was teaching at Ft. Caroline Middle School. During the 2001-2002 school year, he was transferred to Stilwell Middle School under the Tenure Act where he also received an unsatisfactory evaluation. At the end of the 2002 school year he was charged with professional incompetence and was recommended for termination. Mr. Williams appealed this recommendation, and on October 10 and 11, 2002, a Hearing was held before an Administrative Law Judge. At the end of the Hearing the Judge ordered that Mr. Williams be given another year to correct his deficiencies in teaching. After the Order, the parties agreed to settle this matter by paying Mr. Williams his salary from the date of the order until the end of the school year and allowing him to return to work in August, 2003.

### New Century Commission Recommendation:

### Attachments (list):

No Supporting Documents.

### Financial Impact:

### For Additional Information, contact:

#### Division:

Human Resource Services

Name

Title

Vicki Reynolds

Assistant Superintendent

#### History:

Submitted by Vicki Black on Thursday, February 13, 2003

Status: Approved

[Edit This Item](#)
[Delete This Item](#)

---

---

INTEROFFICE MEMORANDUM

---

---

**TO:** SHANNON SHEPHERD, ACTING SUPERVISOR  
BUSINESS SERVICES - PAYROLL

**FROM:** VICKI REYNOLDS, ASSISTANT SUPERINTENDENT  
HUMAN RESOURCE SERVICES

**CC:** ANDY MCCRIMMON, SUPERVISOR  
SUPPORT SERVICES

**SUBJECT:** SETTLEMENT CHECK

**DATE:** 3/5/03

*Vicki Reynolds*

---

I am requesting for a check for a 'Settlement Agreement' for the following employee:

<u>NAME</u>	<u>SS#</u>	<u>AMOUNT</u>
Cleveland Williams		\$17,822.00

We would need the checks no later than March 19, 2003. If you have any questions, you can reach me at 390-2054.

Attachment

VRR/gc

EMPLOYEE NAME: CLEVELAND F WILLIAMS JR SSN: [REDACTED] EMPLOYEE NUMBER: 00003994		DUVAL COUNTY PUBLIC SCHOOLS PA: 3297 PSA: TATA EG: T ESG: 01		CHECK NUMBER: [REDACTED] PAY PERIOD: 03/06/2003-03/06/2003 CHECK DATE: 03/06/03	
SUMMARY OF EARNINGS				MISCELLANEOUS DEDUCTIONS	
	Rate	Hours	Amount		
Contract Buyout			17,822.00	\$W03 4409	WH-tax adj 2003 IRS Tax: Levies
					478.29 -25.00
Total gross wages and other compensation			17,822.00	TOTAL	453.29
TAX AND YEAR TO DATE GROSS INFORMATION				LEAVE INFORMATION IN HOURS	
	THIS CHECK		CYTD		
	Taxes	Wages	Taxes	Wages	
TX Withholding Tax	5,290.23	17,822.00	5,290.23	17,822.00	Sick leave used 0:00
TX EE Social Security Tax	1,104.96	17,822.00	1,104.96	17,822.00	Annual leave used 0:00
TX EE Medicare Tax	258.42	17,822.00	258.42	17,822.00	Personal leave used 0:00
					TDE used 0:00
					QJI used 0:00
					Military used 0:00
					Jury/Court used 0:00
					FMLA used 0:00
					Sick pool used 0:00
TOTAL TAXES 6,653.61				LEAVE BALANCES	
FISCAL YEAR TO DATE WAGES				Personal leave used YTD	
CALENDAR YEAR TO DATE WAGES 17,822.00				Sick leave balance 0:01	
				Annual leave balance	
				Sick leave pool balance	
EMPLOYER CONTRIBUTIONS				NET PAY	
	This Check		Year to Date Contributions		
TX ER Social Security Tax	1,104.96		1,104.96	Total gross	17,822.00
TX ER Medicare Tax	258.42		258.42	Tot EE tax	-6,653.61
Wkrs Comp % 110,120,130	194.26			EE Deductions	453.29
				Bank transfer	11,621.68
CHECK MESSAGE					

REMOVE DOCUMENT ALONG THIS PERFORATION

THIS DOCUMENT IS PRINTED ON TWO SIDES. DO NOT ACCEPT THIS CHECK UNLESS THE FRONT AND GREEN ARE IDENTICAL.

**AIM HIGH** DUVAL COUNTY PUBLIC SCHOOLS  
Jacksonville, FL

Check No. 00128034  
Date 03/06/03  
VOID 3 Months from Date

PA-3297  
Eleven thousand six hundred twenty one and 68/100 Dollars

AMOUNT \*\*\*\*\*\$11,621.68

PAY TO THE ORDER OF:  
CLEVELAND F WILLIAMS JR  
6438 COOPER LN  
JACKSONVILLE, FL 32210-3708

NationsBank, N.A.  
Jacksonville, FL

*John Collins*  
Authorized Signature

[REDACTED]

*Cleveland Williams*  
*Gail Collins 3/7/03*



DUVAL COUNTY PUBLIC SCHOOLS  
Business Services  
1701 Prudential Drive  
Jacksonville, FL 32207

OG14EZ

MOORE SECURITY MARK • MOORE SECURITY MARK • MOORE SECURITY MARK • MOORE SECURITY MARK • MOORE SECURITY MARK

5530-0515-2222 Pat. Nos. SecureScan® 5,018,767; 5,155,653; 5,707,063. Cir. 35-1,703. Processed Sc. 4,928,875, 4,910,126, and other pat. • 0/21

**AGENDA REQUEST FORM  
DUVAL COUNTY SCHOOL BOARD**

<b>MEETING DATE</b> August 6, 2002	<b>AGENDA ITEM NUMBER</b> Human Resource Services - 4
---------------------------------------	--

**TITLE:**

**HUMAN RESOURCE SERVICES TRANSACTIONS**

**REQUESTED ACTION**

**APPROVAL OF HUMAN RESOURCE SERVICES TRANSACTIONS**

**SUMMARY EXPLANATION AND BACKGROUND**

The following list comprise various transactions that require the recommendation of the Superintendent and the approval of the School Board. This list includes certificated employees, classified employees and paraprofessionals.

**NEW CENTURY COMMISSION RECOMMENDATION:**

**FINANCIAL IMPACT:**

**ATTACHMENTS: (List)**

Human Resource Services Transactions

<b>SOURCE OF ADDITIONAL INFORMATION</b>		<b>DIVISION</b>	
Vicki Reynolds	390-2936	Nancy Snyder, Chief of Staff	
Name	Phone	Name	Title

JOHN C. FRYER, JR.

OFFICE OF THE SUPERINTENDENT OF SCHOOLS

5250	Smith, Peggy	08/01/02-05/28/03
5250	Solomon, Christine	08/01/02-05/28/03
5250	Sotelo, Blanca (DTU)	08/01/02-05/28/03
3235	Tuten, Christi	08/01/02-05/28/03
5250	Ubl, Pamela	08/01/02-05/28/03
3011	Van Dyke, Sarah	08/01/02-05/28/03
5250	Vanlierop, Susan	08/01/02-05/28/03
5250	Williams, Janice	08/01/02-05/28/03
3183	Wolf, Laurie	08/01/02-05/28/03
3243	Young, Mary	08/01/02-05/28/03

**PROFESSIONAL LEAVE WITHOUT PAY**

<u>RC</u>	<u>EMPLOYEE</u>	<u>EFFECTIVE</u>
5250	Lewis, Krisandra	08/01/02-05/28/03
3232	Swartz, Patricia	08/01/02-05/28/03
3267	Wooddell, Kathleen	08/01/02-05/28/03

**SUSPENSION WITHOUT PAY**

<u>RC</u>	<u>EMPLOYEE</u>	<u>EFFECTIVE</u>
3297	Brown, Thomas	08/07/02
3297	Updike, Fred	08/07/02
3297	Williams, Cleveland	08/07/02

**SUBSTITUTE RECOMMENDATIONS**

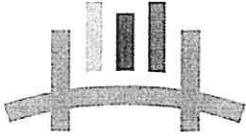
<u>EMPLOYEE</u>	<u>EFFECTIVE</u>
Amason, Melissa	06/27/2002
Anderson, Anna	06/19/2002
Bishop, Rhonda	06/19/2002
Brown, Gloria	06/27/2002
Burns, Susan	06/27/2002
Collins, Gwendolyn	06/19/2002
Fluharty, Sharen	06/20/2002
Harris, Evette	06/19/2002
Hart, Bobby	06/19/2002
Hughes, Edwina	06/27/2002
Pankratz, Lisa	06/19/2002
Robinson, Latisha	06/27/2002
Rogers, Tracy	06/19/2002
Sadowski, Russell	06/27/2002

PN	EMPLOYEE	CERT NO	AREAS OF CERTIFICATION				WORKSHOP		VALIDITY	
			YEAR	SECT	POINTS	BNK	BEGIN DATE	END DATE	BEGIN DATE	END DATE
3994	WILLIAMS CLEVELAND F									
	00003203	MANAGEMENT OF STUDENT CON	8485	0002	6		03/06/1985	03/06/1985		
	10150300	Molecular and Cellular Biology	0405	0001	24		09/01/2004	02/02/2005	07/01/2003	06/30/2008
	10152000	Middle Grades General Science	0405	0002	12		09/02/2004	02/24/2005	07/01/2003	06/30/2008
	10153700	Chemistry in the Community (Chem	0607	0002	18		08/30/2006	04/17/2007	07/01/2003	06/30/2008
	10154000	MIDDLE GRADES PHY SCIENCE	0304	0001	24		08/26/2003	01/22/2004	07/01/2003	06/30/2008
	10155100	Grades 6-8 Science: Content, Imp	1011	0002	12		09/21/2010	11/16/2010	07/01/2008	06/30/2013
	10155600	NGSSS Middle School Physical Sci	1415	0056	6		08/13/2014	04/01/2015	07/01/2013	06/30/2018
	10156100	Teacher Academy - Science 6-12	1314	0003	25		07/29/2013	08/02/2013	07/01/2013	06/30/2018
	14063700	School Enhancement Strategies	1314	0015	19		08/12/2013	05/21/2014	07/01/2013	06/30/2018
	14063700	School Enhancement Strategies	1415	0003			09/10/2014	05/06/2015	07/01/2013	06/30/2018
	14063700	School Enhancement Strategies	1516	0058	5		01/06/2016	05/18/2016	07/01/2013	06/30/2018
	14066100	School Enhancement Strategies	0708	0054	19		09/12/2007	04/30/2008	07/01/2003	06/30/2008
	14089100	Implementation of a Standards-Ba	0405	0113	32		08/25/2004	04/27/2005	07/01/2003	06/30/2008
	14089100	Implementation of a Standards-Ba	0506	0098	25		08/26/2005	04/26/2006	07/01/2003	06/30/2008
	14089200	Implementation of a Standards-Ba	0304	0042	27		08/04/2003	05/03/2004	07/01/2003	06/30/2008
	14214100	Every Child Can Succeed	0809	0011	28		08/05/2008	08/08/2008	07/01/2008	06/30/2013
	14214100	Every Child Can Succeed	0809	0010	15		12/03/2008	04/29/2009	07/01/2008	06/30/2013
	14214100	Every Child Can Succeed	0809	0009	5		01/17/2009	01/17/2009	07/01/2008	06/30/2013
	14214100	Every Child Can Succeed	0910	0011	24		09/09/2009	05/12/2010	07/01/2008	06/30/2013
	14214100	Every Child Can Succeed	1011	0008	22		09/08/2010	05/04/2011	07/01/2008	06/30/2013
	25140100	Textbook Adoptions, Man, Policie	0405	0006	4		12/02/2004	12/02/2004	07/01/2003	06/30/2008
	25140100	Textbook Adoptions, Man, Policie	0506	0001	4		07/14/2005	07/22/2005	07/01/2003	06/30/2008
	50722500	CRISS	0102	0002	15		09/11/2001	10/15/2001	07/01/1998	06/30/2003
	50810500	SEC MATH APPLICATION	9900	0006	6		09/30/1999	09/30/1999	07/01/1998	06/30/2003
	51224500	STS IN THE COMMUNITY	0102	0001	10		11/17/2001	11/17/2001	07/01/1998	06/30/2003

DUVAL COUNTY PUBLIC SCHOOLS  
 TRAINING AND EVENTS - EMPLOYEE WORKSHOPS ATTENDED

PN	EMPLOYEE		CERT NO	AREAS OF CERTIFICATION				WORKSHOP		VALIDITY	
	COMPONENT	COMPONENT TITLE		YEAR	SECT	POINTS	BNK	BEGIN DATE	END DATE	BEGIN DATE	END DATE
	51723900	Applied Linguistics	0102	0001	60		02/07/2002	05/16/2002	07/01/1998	06/30/2003	
	58007400	BLDG STUDENT BEHAVIOR	9798	0007	12		05/07/1998	05/21/1998	07/01/1996	06/30/1998	
	58061400	SCHOOL ENHANCEMENT STRATE	9900	0016	12		08/10/1999	08/11/1999	07/01/1998	06/30/2003	
	58191500	AMERICA'S CHOICE YEAR TWO	0102	0048	23		08/01/2001	05/23/2002	07/01/1998	06/30/2003	
	58258300	STRAT FOR EFF CLSRM MANAG	0001	0003	6		03/15/2001	03/15/2001	07/01/1998	06/30/2003	
	58511300	SACS SELF STUDY ACCREDITA	9798	0004	45		09/19/1997	04/24/1998	07/01/1996	06/30/1998	
	59103400	SUBSTANCE ABUSE	9192	0003	20		06/15/1992	06/18/1992			
	70127312	SCHOOL IMPROVE/ACCOUNT	9596	0008	15		09/18/1995	05/03/1996			
	70127312	SCHOOL IMPROVE/ACCOUNT	9697	0005	18		09/16/1996	04/18/1997	07/01/1996	06/30/1998	
	Total Points :				598						





DUVAL COUNTY  
PUBLIC SCHOOLS

Employee Benefits Department

1701 Prudential Drive | Jacksonville, FL 32207  
904.390.2351 | Fax 904.390.2370  
www.duvalschools.org

October 21, 2016

Human Resource Services  
1701 Prudential Drive  
Jacksonville, FL 32207

Whom It May Concern:

This is to inform you of my decision to terminate my employment with the Duval County School System. I am currently enrolled in the **FRS Investment Plan**.

My termination date is effective at the close of the day on **November 30, 2016**.

The reason for my termination is Normal/**Incentive** Service Retirement.

x   
Employee's Signature

Cleveland F. Williams Jr/3994  
Name/PIN

Teacher/3014  
Classification/PA No.

