

Office of Superintendent of Schools
Board Meeting of May 12, 1999

April 28, 1999

Office of School Board Attorney
Phyllis O. Douglas, Board Attorney

**SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v.
CLEVELAND B. POOLE - CASE NO. DEM 98-001 UDELL**

On July 8, 1998, the School Board took action to demote head custodian Cleveland B. Poole to the position of custodian. A hearing was requested and the case was tried on October 6, 1998, January 22, 1999, and February 26, 1999, before local Hearing Officer Michael Udell in Miami, Florida.

By recommended order entered April 12, 1999, the Hearing Officer sustained the School Board's charges of violation of School Board Rules 6Gx13-4.108 and 4A-1.21, gross insubordination, willful neglect of duties, deficient performance, and non-performance of job responsibilities and recommended that the School Board enter a final order sustaining Respondent's demotion.

RECOMMENDED: That The School Board of Miami-Dade County, Florida adopt the Recommended Order of the Hearing Officer in Case No. DEM 98-001 Udell, sustaining the demotion of Cleveland B. Poole from head custodian to custodian.

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