

Office of Superintendent of Schools
Board Meeting of August 25, 1999

August 16, 1999

Office of School Board Attorney
Johnny Brown, Board Attorney

**SUBJECT: SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. RAYNARD
PASTEUR DOAH CASE NO. 98-5575**

On December 9, 1998, the School Board acted to suspend without pay and initiate dismissal proceedings against Respondent Raynard Pasteur ("Respondent"). Mr. Pasteur was charged with conduct unbecoming a School Board employee and gross insubordination. A hearing was requested and was held on May 26, 1999, before Errol Powell, a duly appointed Administrative Law Judge. By Recommended Order entered July 23, 1999, the Administrative Law Judge sustained all the School Board's charges as well as found that Respondent was unfit for duty and absent without leave. However, the Administrative Law Judge concluded that suspension without pay was appropriate, but that under Respondent's particular circumstances dismissal was too harsh a penalty. As such, the Administrative Law Judge recommended that Respondent be reinstated "under the terms and conditions deemed appropriate."

With concurrence of administration, no exceptions have been filed in this case for reasons contained in the memorandum submitted to Board members under separate cover. A copy of the Recommended Order along with the terms and conditions deemed appropriate have been forwarded to the School Board members under separate cover.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, enter a final order in the case of School Board of Miami-Dade County, Florida v. Raynard Pasteur, DOAH Case No. 98-5575, adopting the recommendations of the Administrative Law Judge and incorporating the terms and conditions for reinstatement.

JB:CEM