

Office of Superintendent of Schools  
Board Meeting of October 24, 2001

October 10, 2001

Office of School Board Attorney  
Johnny Brown, Board Attorney

**SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. ARNOLD COLLIER - SCHOOL BOARD CASE NO. DH 99-010-LANGE**

On April 12, 2000, the School Board suspended and initiated dismissal proceedings against custodian Arnold Collier for just cause, including, but not limited to, excessive absenteeism, deficient performance, and gross insubordination. A hearing was requested and the case was tried on June 8, 2001, before Hearing Officer Kenneth Lange in Miami-Dade County, Florida.

By recommended order entered August 20, 2001, the Hearing Officer sustained the School Board's charges and recommended that the School Board enter a final order sustaining the employee's suspension without pay and terminating Arnold Collier from further employment with the School Board.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida enter a final order in the case of The School Board of Miami-Dade County, Florida v. Arnold Collier, School Board Case No. DH 99-010-LANGE, adopting the Hearing Officer's Recommended Order sustaining the suspension without pay of Arnold Collier and terminating him from further employment with The School Board of Miami-Dade County, Florida, as of April 12, 2000, and denying any claim for back pay.