

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. SAMUEL COOK - SCHOOL BOARD CASE NO. DH 00-005 - ALTER**

On September 13, 2000, the School Board suspended custodian Samuel Cook from his employment with The School Board of Miami-Dade County, Florida, and initiated dismissal proceedings against him for just cause, including, but not limited to excessive absenteeism, non-performance of job duties, gross insubordination, willful neglect of duty, and violation of School Board Rule 6Gx13-4A-1.21, *Responsibilities and Duties*. A hearing was requested and the case was tried on May 31, 2001, before Hearing Officer, Ronald A. Alter, Esq., in Miami, Florida.

By recommended order dated September 24, 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 Samuel Cook from 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. Samuel Cook, Case No. 00-005 Alter, adopting the Hearing Officer's Recommended Order sustaining the suspension without pay of Samuel Cook and dismissing him from employment with The School Board of Miami-Dade County, Florida, as of September 13, 2000, and denying any claim for back pay.

AIS/pyc

**B-6**