

Office of Superintendent of Schools  
Board Meeting of December 12, 2001

November 28, 2001

Office of School Board Attorney  
Johnny Brown, Board Attorney

**SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. ANDREA L. DEMSEY - DOAH CASE NO. 00-4445**

On October 11, 2000, the School Board suspended and initiated dismissal proceedings against Andrea L. Demsey, an elementary school teacher, for just cause, including, but not limited to, incompetency, misconduct in office, excessive absenteeism, and for violation of School Board Rules regarding the Drug-Free Workplace policy. A hearing was requested and the case was tried on May 30 and 31, 2001, before Administrative Law Judge Robert E. Meale in Miami-Dade County, Florida.

By recommended order entered November 5, 2001, the Administrative Law Judge found that there was just cause to terminate Respondent's employment based upon Respondent's violation of the School Board's Drug-Free Workplace policy and recommended that the School Board enter a final order terminating Andrea L. Demsey 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 Miami-Dade County School Board v. Andrea L. Demsey, DOAH Case No. 00-4445, adopting the Administrative Law Judge's Recommended Order sustaining the suspension without pay of Andrea L. Demsey and terminating her from further employment with The School Board of Miami-Dade County, Florida, as of October 11, 2000, and denying any claim for back pay.

LMG/nc

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