

Office of Superintendent of Schools  
Board Meeting of July 9, 2003

June 25, 2003

Office of School Board Attorney  
Johnny Brown, Board Attorney

**SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. GLORIA ADAMS - DOAH CASE NO. 02-4565**

On November 20, 2002, the School Board suspended and initiated dismissal proceedings against Gloria Adams, a teacher, for just cause, including, but not limited to, misconduct in office, incompetency, gross insubordination, wilful neglect of duties and violation of the School Board Rule 6Gx13-4.105, *Drug Free Workplace General Policy Statement*. A hearing was requested and the case was tried on February 18, 2003, before DOAH Administrative Law Judge J.D. Parrish.

By recommended order entered May 30, 2003, the Administrative Law Judge found that there was just cause to terminate Respondent's employment on the charge of misconduct in office and gross insubordination or willful neglect of duty and recommended that the School Board enter a final order terminating Gloria Adams 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. Gloria Adams, DOAH Case No. 02-4565, adopting the Administrative Law Judge's Recommended Order (i) sustaining the suspension without pay of Gloria Adams and terminating her employment with The School Board of Miami-Dade County, Florida, as of November 20, 2002, and denying any claim for back pay and (ii) recommending that should Respondent complete an accepted program for substance abuse and demonstrate fitness, the School Board consider re-employment.

MLM/pyc

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