

Office of School Board Attorney  
Johnny Brown, Board Attorney

**SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. DEBBIE T. DARLINGTON - DOAH CASE NO.03-0216**

On January 16, 2003, the School Board suspended and initiated dismissal proceedings against Debbie T. Darlington, a food service manager, for just cause, including, but not limited to, deficient and non-performance of job responsibilities, conduct unbecoming a School Board employee and violation of School Board Rule 6Gx13-4A-1.21, *Responsibilities and Duties*. A hearing was requested and the case was tried on September 15, 2003, before Administrative Law Judge Richard A. Hixson, of the Division of Administrative Hearings.

By recommended order entered November 23, 2003, the Administrative Law Judge found that there was just cause to suspend and demote Ms. Darlington based on charges of non-performance of job responsibilities, conduct unbecoming a School Board employee and for violation of School Board rules.

**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. Debbie T. Darlington, DOAH Case No. 03-0216, adopting the Administrative Law Judge's Recommended Order sustaining the suspension without pay of Debbie T. Darlington for one year and demotion to food service worker with The School Board of Miami-Dade County, Florida, as of February 11, 2004, and denying any claim for back pay.