

Office of Superintendent of Schools
Board Meeting of October 20, 2004

October 6, 2004

Office of School Board Attorney
Johnny Brown, Board Attorney

SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. STEVEN NEWBOLD - DOAH CASE NO. 03-4041

On August 20, 2003, the School Board suspended Steven Newbold from his employment as a lead custodian with The School Board of Miami-Dade County, Florida, and initiated dismissal proceedings against him for insubordination and violation of School Board Rules 6Gx13-4-1.08, *Violence in the Workplace* and 6Gx13-4A-1.21, *Responsibilities and Duties*. The employee requested a hearing and the case was tried on April 19, 2004, before DOAH Administrative Law Judge Stuart M. Lerner in Miami-Dade County, Florida, via video teleconference.

By recommended order entered August 13, 2004, the Administrative Law Judge sustained the School Board's charges of insubordination and violations of School Board Rules 6Gx13-4-1.08, *Violence in the Workplace* and 6Gx13-4A-1.21, *Responsibilities and Duties* and recommended that the School Board enter a final order sustaining the School Board's dismissal of Steven Newbold 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. Steven Newbold, DOAH Case No. 03-3217, adopting the Administrative Law Judge's Recommended Order terminating Steven Newbold's employment with The School Board of Miami-Dade County, Florida, as of August 20, 2003.

MLM/pyc

F-2