

Office of Superintendent of Schools
Board Meeting of May 18, 2005

May 10, 2005

Office of School Board Attorney
Johnny Brown, Board Attorney

**SUBJECT: MIAMI-DADE COUNTY SCHOOL BOARD v. FREDERICK D. TUFF
DOAH CASE NO. 04-2637**

On July 14, 2004, the School Board took action to suspend Frederick D. Tuff from employment and initiated proceedings to terminate his employment as a custodian with the School Board. A hearing was requested and the case was tried on January 21, 2005, before Department of Administrative Hearings ("DOAH") Administrative Law Judge Florence Snyder Rivas.

By recommended order entered May 5, 2005, the Administrative Law Judge upheld the dismissal, sustaining the School Board's charges of violation of School Board Rule 6Gx13-4E-1.01, *Absences and Leaves*, and violation of Article XI, Section 4B of the American Federation of State, County, and Municipal Employees (AFSCME) Contract with the School Board, and recommended that the School Board enter a final order sustaining the School Board's suspension and termination of Frederick D. Tuff from 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. Frederick D. Tuff, DOAH Case No. 04-2637, adopting the Administrative Law Judge's Recommended Order terminating Frederick D. Tuff's employment with The School Board of Miami-Dade County, Florida, as of July 14, 2004.

DW/dm

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