

Office of School Board Attorney
Walter J. Harvey, School Board Attorney

SUBJECT: MIAMI-DADE COUNTY SCHOOL BOARD v. MICHELE KHATMOR,
DOAH Case No. Case No. 12-3200TTS

On September 5, 2012, the School Board took action to suspend without pay and initiate dismissal proceedings against Respondent Michele Khatmor, a teacher with the school district, for just cause, including but not limited to, misconduct in office and violation of School Board Policies 3210, Standards of Ethical Conduct; 3210.01, Code of Ethics; and 3121.01, Employment Standards and Fingerprinting in accordance with §§ 1001.32(2), 1012.22(1)(f), 1012.32, 1012.33, 435.04, 435.06 and 447.209, Florida Statutes and State Board Rules 6B-1.001, 6B-1.006, and 6B-4.009, FAC.

After the Respondent timely requested a hearing, but before the evidentiary hearing took place, Respondent agreed to the imposition of the relief requested by the School Board as set forth in a tentative Agreement. The essential terms of the Agreement are as follows:

Respondent shall be reinstated to her position as a Teacher with the Miami-Dade County Public Schools effective as of December 6, 2012. Respondent's suspension from employment from September 5, 2012 through December 5, 2012, shall constitute a suspension for time-served, and Respondent shall receive no compensation, nor back-pay for the period of her suspension from employment from September 5, 2012, through the date of her reinstatement.

In order for such reinstatement to take effect, Respondent must comply with the conditions set forth in paragraphs 3 through 6 of the proposed Agreement and failure to comply with such conditions will result in Respondent's dismissal without further recourse.

Upon consultation with administration, it is recommended that the agreement be accepted as achieving the objective sought by the School Board in this case. Acceptance of the proposed Agreement, forwarded under separate cover to the Board, is in the School Board's best interests, and will obviate the need for further legal actions by the School Board.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the proposed Agreement in the case of The School Board of Miami-Dade County, Florida v. Michelle Khatmor, DOAH Case No. 12-3200TTS, suspending Respondent without pay for the period of her suspension already served and reinstating her to her position as a teacher under the conditions specified in the Agreement.