

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

**SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v.
ELIZABETH KRISTAL - DOAH CASE NO. 13-0447**

On January 16, 2013, the School Board took action to suspend Elizabeth Kristal ("Respondent") without pay and initiate dismissal proceedings against her for just cause, including, but not limited to: Failure to Correct Performance Deficiencies pursuant to § 1012.34, Fla. Stat., and Incompetency Due to Inefficiency pursuant to § 1012.33, Fla. Stat. Respondent timely requested an administrative hearing, which was held on September 13, 2013, before Administrative Law Judge, Cathy M. Sellers, of the Division of Administrative Hearings ("DOAH").

The Administrative Law Judge issued her Recommended Order on January 7, 2014. The judge recommended that the School Board terminate Respondent's employment based on Respondent's Incompetency due to inefficiency under § 1012.33, Fla. Stat.

We recommend that the School Board accept the Recommended Order as the School Board's Final Order. Administration is in agreement with this recommendation. A copy of the Recommended Order is being furnished to the Board under separate cover with a copy of the proposed Final Order for the Board's consideration.

RECOMMENDED: That The School Board of Miami-Dade County, Florida adopt the Recommended Order of the Administrative Law Judge in its entirety as its Final Order in the case of The School Board of Miami-Dade County, Florida v. Elizabeth Kristal, DOAH Case No. 13-0447, terminating Respondent's employment for incompetency due to inefficiency.

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