

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

**SUBJECT: MIAMI-DADE COUNTY SCHOOL BOARD v. Linda Thigpen,  
DOAH Case No. 19-3521TTS**

On June 19, 2019, the School Board took action to suspend without pay and initiate dismissal proceedings against Respondent Linda Thigpen, (“Respondent”), a Teacher, 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 of All Employees* in accordance with §§ 1001.32(2), 1012.22(1)(f), 1012.33; 447.209, Fla. Stat.; and State Board Rules 6A-5.056 and 6A-10.081, FAC. Subsequent to her dismissal, Respondent requested a hearing before the Division of Administrative Hearings challenging her dismissal from employment with the school district.

Respondent’s dismissal was predicated upon Respondent’s arrest on charges related to the abuse of a disabled adult, which disqualified her from her employment with the school district. After depositions of essential witnesses were taken in the criminal case, the charges were dropped by the State Attorney’s Office. Based on the termination of criminal proceedings against the Respondent, the parties have entered into a tentative Settlement Agreement that provides for Respondent’s reinstatement with seventy-five percent (75%) backpay for the period of her suspension with accrued benefits. A copy of the Settlement Agreement will be provided to the School Board under separate cover.

Administration is in agreement with the disposition of this matter in the manner indicated herein. Acceptance of the proposed Settlement Agreement is in the best interests of the School Board.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida approve the proposed Settlement Agreement in the case of Miami-Dade County School Board v. Linda Thigpen, DOAH Case No. 19-3521TTS, reinstating her to her position as a teacher with the School Board on October 22, 2020 pursuant to the provisions specified in the Settlement Agreement.