

Office of Superintendent of Schools
Board Meeting of March 15, 2000

February 29, 2000

Office of School Board Attorney
Johnny Brown, Board Attorney

**SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v.
VERONICA COOPER, SCHOOL BOARD CASE NO. DH 98-016-RUBIO**

On April 14, 1999, the School Board suspended Veronica Cooper from her position as a custodian with The School Board of Miami-Dade County, Florida and initiated dismissal proceedings against her. A hearing was requested and the case was tried on August 24, 1999, before Hearing Officer H. Frank Rubio.

By Recommended Order entered January 20, 2000, the Hearing Officer found just cause to sustain the School Board's charges of deficient performance, excessive absenteeism and/or abandonment of position, conduct unbecoming a School Board employee, violation of School Board rules, gross insubordination and willful neglect of duty. Accordingly, the Hearing Officer recommended that the School Board enter a Final Order terminating Respondent's employment with The School Board of Miami-Dade County, Florida, and sustaining her suspension.

RECOMMENDED: That The School Board of Miami-Dade County, Florida adopt the Recommended Order of the Hearing Officer in School Board Case No. DH 98-016-RUBIO, affirming the suspension of Veronica Cooper, dismissing her from all employment with The School Board of Miami-Dade County, Florida, as of April 14, 1999, and denying her any claim for back pay.

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JB:lmg