

Office of Superintendent of Schools  
Board Meeting of December 13, 2000

November 29, 2000

Office of School Board Attorney  
Johnny Brown, Board Attorney

**SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. RAQUEL C. CEASON - CASE NO. DH 99-008**

On February 9, 2000, the School Board suspended school bus driver Raquel C. Ceason ("Respondent") for thirty (30) days without pay, and initiated dismissal proceedings. A hearing was requested and the case was tried on May 11, 2000, before Minda Hamersmith, a duly-appointed Hearing Officer. Respondent was charged with conduct unbecoming a School Board employee in violation of School Board Rule 6Gx13-4A-1.21, deficient job performance, and violation of School Board Rule 6Gx13-3E-1.10, Transportation - Specific Procedures, specifically the Zero Tolerance Policy for failure to conduct a post-trip inspection.

By Recommended Order entered November 8, 2000, the Hearing Officer sustained the School Board's charges of conduct unbecoming a School Board employee in violation of School Board Rule 6Gx13-4A-1.21, and deficient job performance, and determined there was just cause supporting Respondent's suspension. However, the Hearing Officer determined there was insufficient just cause to terminate Respondent for violating the Zero Tolerance Policy.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida adopt the Hearing Officer's Recommended Order affirming the thirty (30) day suspension without pay, and reversing the termination from employment of Raquel C. Ceason, as its Final Order.