

Office of School Board Attorney
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SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. MONIQUE S. WOODS – DOAH CASE NO. 08-001579

On March 12, 2008, the School Board suspended Monique Woods, a paraprofessional with the District, and initiated dismissal proceedings against her for just cause including, but not limited to, violations of School Board Rules 6Gx13- 4A-1.21, *Responsibilities and Duties*, 6Gx13- 5D- 1.07, *Corporal Punishment-Prohibited*; 6Gx 3- 4-1.08, *Violence in the Workplace*, and 6Gx13- 4A-1.213, *Code of Ethics*. Respondent requested an administrative hearing, which was held on December 8, 2008, before Administrative Law Judge Errol Powell. By Recommended Order entered on April 30, 2009, the Administrative Law Judge recommended that the School Board enter a Final Order suspending Respondent without pay from March 12, 2008, through the end of the 2008-2009 school year.

The Superintendent and Respondent filed exceptions to the Recommended Order. At the July 15, 2009 School Board meeting, the parties agreed to stay the exceptions proceedings in an attempt to amicably resolve this matter. Because the parties were unable to reach an agreement, a hearing on both parties' Exceptions is now appropriate.

The Superintendent is requesting that the Board reject the Administrative Law Judge's recommended penalty of a suspension without pay and enter a Final Order increasing the penalty to termination. Respondent seeks to have the Board reject certain findings of fact, conclusions of law, the recommended penalty, and enter a Final Order reinstating her with back pay.

RECOMMENDED: That The School Board of Miami-Dade County, Florida take one of the following actions in the case of The School Board of Miami-Dade County, Florida v. Monique Woods, DOAH Case No. 08-001579:

- (1) Adopt the Exceptions to the Recommended Order filed by the Superintendent and enter a Final Order consistent with those Exceptions, stating with particularity its reasons and citing to the record to justify the change in the penalty; or
- (2) Adopt the Exceptions to the Recommended Order filed by the Respondent and enter a Final Order consistent with those Exceptions, stating with particularity its reasons and citing to the record to justify rejecting certain findings of fact, conclusions of law, and recommended penalty.