

Office of Superintendent of Schools  
Board Meeting of December 14, 2011

November 30, 2011

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

**SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY FLORIDA v. LAVONDA HANKERSON, DOAH Case No. 11-3193**

On June 15, 2011, the School Board took action to suspend and initiate dismissal proceedings against Lavonda Hankerson, a Middle School Teacher with Miami-Dade County Public Schools, for just cause including, but not limited to, misconduct in office, gross insubordination, and violations of School Board Rules 6Gx13-4A-1.21, *Responsibilities and Duties* and 6Gx13-4A-1.213, *Code of Ethics* as a result of excessive absenteeism. Ms. Hankerson requested an administrative hearing. The hearing was held on September 19, 2011 before Administrative Law Judge Errol H. Powell ("ALJ").

At the conclusion of the case, the ALJ submitted an Order finding that the School Board established just cause for discipline against Ms. Hankerson for violation of all of the above-referenced rules but recommended that the School Board consider mitigating circumstances due to Ms. Hankerson's prior discipline-free record and personal circumstances by decreasing the discipline to a suspension without pay for the entire 2011-2012 school year.

We recommend acceptance of the ALJ's Recommended Order as the School Board's Final Order.

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 enter a Final Order accepting the Administrative Law Judge's Recommended Order in the case of The School Board of Miami-Dade County, Florida v. Lavonda Hankerson, DOAH Case No. 11-3193 sustaining the discipline of Respondent with a suspension without pay and suspending Respondent without pay for the 2011-2012 academic year.

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