

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

**SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. HENRY STEPHENS, DOAH Case No. 10-10589**

On November 24, 2010, the School Board took action to suspend and initiate dismissal proceedings against Henry Stephens, a Custodian with Miami-Dade County Public Schools, for just cause including, but not limited to, Gross Insubordination, Non-Performance of Job Duties, and violations of School Board Rules 6Gx13-~~4A-1.21~~, *Responsibilities and Duties* and 6Gx13- 4A-1.213, *Code of Ethics*. Mr. Stephens timely requested an administrative hearing. The final hearing was held on February 2, 2011, before the Division of Administrative Hearings. At the conclusion of the case, the Administrative Law Judge submitted an Order recommending that the School Board sustain the suspension without pay and dismissal.

Administration is in agreement with the conclusions of the Administrative Law Judge's Recommended Order. Sustaining Mr. Stephens's suspension and dismissal from employment is in the best interest of the School Board. A copy of the Recommended Order is being furnished to the Board under separate cover.

**RECOMMENDED:** That the School Board of Miami-Dade County, Florida, adopt the recommendation of the Administrative Law Judge and enter a Final Order in the case of The School Board of Miami-Dade County, Florida v. Henry Stephens, DOAH Case No. 10-10589 suspending Respondent without pay and terminating his employment.