

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

**SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. AARON ALTHEIM - DOAH CASE NO. 13-1034**

On March 13, 2013, the School Board took action to suspend Aaron Altheim ("Respondent") without pay and initiate dismissal proceedings against him for just cause, including, but not limited to: misconduct in office, violations of School Board Policies 3210, *Standard of Ethical Conduct*, 3210.01, *Code of Ethics*, and 3213, *Student Supervision and Welfare*. Respondent timely requested an administrative hearing, which was held on October 2, 2013, before Administrative Law Judge, Jessica E. Varn, of the Division of Administrative Hearings ("DOAH").

The Administrative Law Judge issued her Recommended Order on November 22, 2013, recommending that the School Board rescind Respondent's suspension without pay, issue Respondent back salary for the period of his suspension, and reinstate him to his employment with the District.

We recommend that the School Board accept the Recommended Order as the School Board's Final Order. Administration is in agreement with this recommendation. 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 adopt the Recommended Order of the Administrative Law Judge in its entirety as its Final Order in the case of The School Board of Miami-Dade County, Florida v. Aaron Altheim, DOAH Case No. 13-1034, rescinding Respondent's suspension without pay, issuing Respondent back pay for the period of his suspension, and reinstating Respondent to his employment with the District.