

Office of Superintendent of Schools
Board Meeting of June 17, 2015

June 5, 2015

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

SUBJECT: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA v. JOSE R. BUSTOS, DOAH Case No. 14-6002

On December 10, 2014, the School Board suspended Jose R. Bustos ("Respondent"), a school security monitor, without pay and initiated dismissal proceedings against Respondent for just cause including excessive absenteeism, gross insubordination, non-performance and deficient performance of job responsibilities, and violation of School Board Policies 4210, *Standards of Ethical Conduct*; 4210.01, *Code of Ethics*; and 4430, *Leaves of Absence*. Respondent timely requested an administrative hearing.

On March 18, 2015, an administrative hearing was held before Administrative Law Judge, Claude B. Arrington, of the Division of Administrative Hearings ("DOAH"). Judge Arrington issued his Recommended Order on May 11, 2015, recommending that the School Board sustain its decision to suspend Respondent without pay and dismiss him from further employment with the school district.

We recommend that the School Board accept the 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 adopting the Administrative Law Judge's Recommended Order in the case of The School Board of Miami-Dade County, Florida v. Jose R. Bustos, DOAH Case No. 14-6002, as the School Board's Final Order, dismissing Respondent from further employment with the School Board.

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