

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

**SUBJECT: MIAMI-DADE COUNTY SCHOOL BOARD v. CARLA MCCRAY,  
DOAH Case No. 19-0239**

On December 19, 2018, the School Board took action to suspend Respondent, Carla McCray, without pay and initiated dismissal proceedings against her for just cause, including but not limited to gross insubordination; and violation of School Board Policy, 4161 *Fitness for Duty*, in accordance with §§ 1001.32(2), 1012.22(1)(f), 1012.40; 447.209, Fla. Stat.; and State Board Rule 6A-5.056 FAC. Respondent timely requested an administrative hearing, which was held on March 1, 2019 before Administrative Law Judge, Mary Li Creasy, of the Division of Administrative Hearings (“DOAH”).

The Administrative Law Judge (ALJ) issued her Recommended Order on June 3, 2019. The ALJ recommended that the School Board enter a Final Order terminating Respondent’s employment.

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 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. Carla McCray, DOAH Case No. 19-0239, terminating Respondent’s employment with the School Board, and denying any claims for back pay for the period of her suspension.