

Office of the General Counsel  
Walter J. Harvey, General Counsel

**SUBJECT: MIAMI-DADE COUNTY SCHOOL BOARD v. MICHAEL W. CROSLAND  
DOAH Case No. 23-0700TTS**

On February 15, 2023, the School Board took action to suspend Respondent, Michael W. Crosland, without pay for thirty (30) workdays for Misconduct in Office; Gross Insubordination; and violation of School Board Policies 3210, *Standards of Ethical Conduct*, 3210.01, *Code of Ethics*, and 3213, *Student Supervision and Welfare*, in accordance with §§ 1001.32(2), 1012.22(1)(f), 1012.33, 102.67 and 447.209, Florida Statutes. Respondent timely requested an administrative hearing before the Division of Administrative Hearings ("DOAH"). The basis for the recommended disciplinary action resulted from Respondent engaging in a series of incidents where Respondent made inappropriate jokes and comments to a student.

Prior to the hearing the parties reached a proposed settlement of the matter wherein the Respondent agreed to accept a twenty-five (25) day suspension without pay. The settlement obviates the need for further litigation and is in the best interests of the Board. Administration is in agreement with the proposed settlement. A copy of the Settlement Agreement will be provided to the Board under separate cover.

**RECOMMENDED:** That the School Board of Miami-Dade County, Florida approve the proposed settlement agreement in the case of The School Board of Miami-Dade County, Florida v. Michael W. Crosland, DOAH Case No. 23-0700TTS, suspending Respondent for twenty-five (25) workdays and issuing backpay for five (5) workdays.