

Office of Superintendent of Schools
Board Meeting of October 11, 2023

September 27, 2023

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

SUBJECT: MIAMI-DADE COUNTY SCHOOL BOARD v. ERIC A. RAMSAY
DOAH Case No. 23-02030TTS

On May 17, 2023, the School Board took action to suspend Respondent, Eric A. Ramsay without pay and initiate dismissal proceedings against him for just cause including, but not limited to, Misconduct in Office and violation of School Board Policies 3121.01, *Employment Standards and Fingerprinting of All Employees*, 3210, *Standards of Ethical Conduct*, and 3210.01, *Code of Ethics*, in accordance with §§ 1001.32(2), 1012.22(1)(f), 1012.33; 435.04, 435.06 and 447.209, Florida Statutes. The incident that formed the basis of the recommended discipline involved an off-campus arrest during nonworking hours for aggravated battery and its accompanying criminal case.

Respondent timely requested an administrative hearing before the Division of Administrative Hearings (“DOAH”) to contest his dismissal from employment. Since that time the criminal case has been dismissed. As such the just cause for Respondent’s dismissal from employment no longer exists.

Prior to the hearing the parties reached a proposed settlement of the matter. The proposed settlement provides that the Respondent shall be returned to work with backpay from the date the criminal case resolved to the date of his reinstatement. 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. Eric A. Ramsay, DOAH Case No. 23-02030TTS, issuing the Respondent back pay from the time that his criminal case was dismissed to the date of his reinstatement on October 12, 2023.

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