

THE SCHOOL BOARD OF DUVAL COUNTY, FLORIDA
In Re: Suspension of Instructional Employee

FILED
2018 JUN -6 PM 2:02
DIVISION OF
ADMINISTRATIVE HEARINGS

DUVAL COUNTY SCHOOL BOARD,

Petitioner,

vs.

DOAH Case No.: 17-3806TTS

STEPHANIE STRIPLING-MITCHELL,

Respondent.

FINAL ORDER

This matter came to be heard by The School Board of Duval County, Florida ("School Board") on May 14, 2018, for final agency action according to §120.57, Florida Statutes, regarding the Recommended Order issued by Administrative Law Judge Yolonda Y. Green on December 12, 2017. The Recommended Order by Judge Green recommended that the Petitioner enter a final order sustaining Petitioner's Step III written reprimand and suspension without pay disciplinary action imposed against Respondent, Stephanie Stripling-Mitchell, as an instructional employee of the School Board. The School Board, having reviewed the complete record, hearing argument of counsel, and being fully advised in the premises, hereby **ORDERED** and **ADJUDGED** as follows:

FACTS

1. By letter dated May 25, 2017, Duval County Public Schools issued Respondent, Stephanie Stripling-Mitchell, with a notice of Step III Progressive Discipline - Reprimand and Suspension Without Pay ("Notice") (which Notice included ten (10) days suspension without pay).
2. The Notice charged Respondent with misconduct in violation of the Principles of

Professional Conduct of the Education Profession in Florida (Florida Administrative Code 6A-10.081), specifically Rules 6A-10.081(1)(b) and Rule 6A-10.081(2)(a)1, pending the School Board's approval at its June 6, 2017 meeting.

3. After the School Board's approval of the Notice at its June 6, 2017 meeting, Respondent timely filed with the School Board a request for an administrative hearing, challenging the District's allegations of misconduct in her disciplinary Notice and appealing the Step III Progressive Discipline - Reprimand and Suspension Without Pay.

4. Upon receipt of Respondent's request for an administrative hearing, the School Board referred this case to the Division of Administrative Hearings ("DOAH") for assignment to an administrative law judge for hearing.

5. DOAH assigned Administrative Law Judge Yolonda Y. Green the case, and a hearing was held on October 4, 2017.

6. On December 12, 2017, Judge Green entered a Recommended Order in which she recommends that Petitioner, School Board, enter a final order sustaining the Step III written reprimand and suspension without pay disciplinary action imposed against Respondent, Stephanie Stripling-Mitchell, as an instructional employee of the School Board.¹

7. Pursuant to §120.57, Florida Statutes, Judge Green submitted the Recommended Order to the School Board.

8. Neither party filed exceptions to the Recommended Order for the School Board's consideration.

¹ Recommended Order, p. 22.

9. An independent examination of the entire record reveals no reason to disturb Judge Green's recommended disposition of this matter, and the School Board finds that the charges contained in the Notice have been sustained by competent substantial evidence of record.

WHEREFORE, IT IS ORDERED AND ADJUDGED, that:

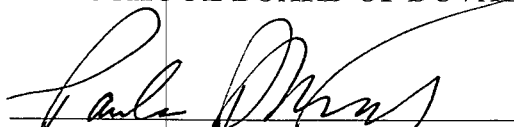
1. Administrative Law Judge Green's Findings of Fact and Conclusions of Law are hereby adopted in their entirety.

2. Administrative Law Judge Green's recommendation to enter a final order sustaining the Step III written reprimand and suspension without pay disciplinary action imposed against Respondent, Stephanie Stripling-Mitchell, as an instructional employee of the School Board, is hereby adopted.

3. Stephanie Stripling-Mitchell, an instructional employee with Duval County Public Schools, shall receive the disciplinary action of the Step III Progressive Discipline - Reprimand and Suspension Without Pay, and is suspended without pay for ten (10) days.

DONE AND ORDERED this 31st day of May, 2018.

THE SCHOOL BOARD OF DUVAL COUNTY, FLORIDA


Paula D. Wright, Chairman


School Board Clerk

APPEAL OF FINAL ORDER

This Order may be appealed by filing two (2) copies of a Notice of Appeal accompanied by a filing fee, as provided in §120.68, Florida Statutes, and Florida Rules of Appellate Procedure 9.110(b) and (c) within thirty (30) days of the rendition of this Final Order.

Copies to:

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May 14, 2018, Special Board Meeting - Final Order

Title

2. FINAL ORDER RE: DUVAL COUNTY SCHOOL BOARD V. STEPHANIE STRIPLING-MITCHELL

Recommendation

That The School Board of Duval County, Florida, render a Final Order in the case of Duval County School Board v. Stephanie Stripling-Mitchell, DOAH Case No. 17-3806TTS, which adopts, rejects or modifies all or part of the Recommended Order issued by Yolanda Y. Green, Administrative Law Judge, Division of Administrative Hearings, dated December 12, 2017.

Description

The above referenced recommendation arises from the District's decision to issue a Step III written reprimand and impose a ten (10) day suspension without pay on employee Stephanie Stripling-Mitchell.

The Recommended Order from Administrative Law Judge Yolanda Green recommends that The School Board of Duval County, Florida enter a Final Order sustaining the Step III written reprimand and ten (10) day suspension without pay imposed on Stephanie Stripling-Mitchell, an instructional employee of the Duval County Public Schools.

Gap Analysis

N/A

Previous Outcomes

N/A

Expected Outcomes

N/A

Strategic Plan Goal

Develop and Retain High Performing Team Members

Financial Impact

No financial impact to the District.

Contact

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Attachments

None