



**POLK COUNTY
PUBLIC SCHOOLS**

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Jacqueline M. Byrd
Superintendent

**FINAL AGENCY ACTION
UPHOLDING ADMINISTRATIVE LAW JUDGE'S RECOMMENDED ORDER
TO ISSUE DISCIPLINE LETTER**

EMPLOYEE: Randall J. Smith
Teacher, TV Production, Haines City High School

DOAH CASE: 18-2983TTS
Polk County School Board v. Randall Smith

DISPOSITION:

This Final Order is provided as required by §120.57, Florida Statutes. No exceptions were filed with the Agency within 15 days from the March 6, 2019 Recommended Order. On April 23, 2019 the School Board of Polk County (Agency) agreed to uphold the Division of Administrative Hearings' Administrative Law Judge D. R. Alexander's Recommended Order to not terminate employment, but issue "a verbal warning (Step I) or a dated written reprimand (Step II) to Respondent for being observed sleeping in class on November 29, 2017." The employee will be paid retroactive salary from January 24, 2018, the date of Suspension without Pay through June 30, 2018. The employee's Annual Contract was not renewed for the 2018-2019 school year.

Lynn Wilson, Board Chair

April 23, 2019

- c: Jacqueline M. Byrd, Superintendent
C. Wesley Bridges, II, General Counsel
Teddra J. Porteous, J.D., Associate Superintendent, Human Resources
Brian Warren, Senior Director, Human Resource Services
Tony Kirk, Director, Labor and Employee Relations, Human Resources
Tami Dawson, Regional Assistant Superintendent
Adam Lane, Principal, Haines City High School
Donald H. Wilson, Jr., Esq., Boswell & Dunlap, LLP via email
PCPS Personnel File 49492
Marianne Capozziello, President, Polk Education Association Fax 533-3559
Mark Herdman, Esq., Herdman & Sakellarides, P.A. Fax (727) 786-4107
DOAH Fax Filing (850) 921-6847 www.doah.state.fl.us

STUDENTS FIRST



1915 S. Floral Ave.
Bartow, FL 33830



P.O. Box 391
Bartow, FL 33831



863-534-0500



polkschoolsfl.com