



**POLK COUNTY
PUBLIC SCHOOLS**

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**FINAL AGENCY ACTION
UPHOLDING ADMINISTRATIVE LAW JUDGE'S RECOMMENDED ORDER
TO REINSTATE EMPLOYMENT**

EMPLOYEE: Helena Mays
Second Grade Teacher, Lake Alfred Elementary School

DOAH CASE: 18-5014TTS: Polk County School District v. Helena Mays

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 4, 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 Andrew D. Manko's Recommended Order "dismissing the charges against Ms. Mays, reinstating her employment as a teacher, and awarding her back pay to the date on which she was first suspended without pay." Ms. Mays is reinstated beginning September 5, 2018, with retroactive pay to date of suspension August 17, 2018. Ms. Mays will be involuntarily transferred to another school effective April 24, 2019.

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
Debbie Henderson, Regional Assistant Superintendent
Matt Burkett, Principal, Lake Alfred Elementary School
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