

SUMMARY EXPLANATION AND BACKGROUND

On or about May 18, 2018, CRAIG DUDLEY (hereinafter “C.D.”) reported to work under the influence of cocaine and alcohol. A staff member alerted school administration that C.D had missed his first period class, and that he “seemed out of it and seemed confused” as if he was “on something.” Thereafter, Assistant Principal Ben Reeves, and Principal Sabine Phillips reported to the office of the boy’s locker room. Mr. Reeves entered the locker room office and found C.D. “laying down on his back on what appeared to be a chair, in the dark, with his feet propped up on an object. He had some type of covering over his body like a piece of clothing or a blanket.” When Mr. Reeves called out to C.D. “he appeared to be waking up and kind of stumbled to his feet.” Thereafter, Ms. Phillips and Mr. Reeves escorted C.D. to Ms. Phillips’ office where Ms. Phillips proceeded to ask C.D where he was during class. Ms. Phillips and Mr. Reeves observed that C.D. had slurred speech, seemed confused, disorientated, had glassy eyes, was drowsy, inattentive, and had slow or inappropriate reactions.

Pursuant to the District’s Drug Free Policy 2400, school administrators requested a reasonable suspicion test of C.D. At approximately 1:32 P.M., a breathalyzer test was administered and C.D. tested positive for alcohol with an initial reading of .101 and a confirmation reading of .095. Both readings are in excess of the .08 legal limit for driving under the influence in the State of Florida. A urine sample also provided by C.D on the same day tested positive for cocaine. This recommendation for termination is consistent with the District’s Drug Free Workplace Policy.

The Administrative Counsel prepared the Administrative Complaint and notice was provided to C.D. that a recommendation for his termination will be presented to the School Board on October 2, 2018. The Administrative Complaint was served on C.D. on September 5, 2018, and he timely requested a hearing.