

THE BROWARD COUNTY SCHOOL BOARD, FLORIDA

ROBERT W. RUNCIE,
Superintendent of Schools,

Petitioner,

v.

PAMELA D. BEAL,

Respondent.

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ADMINISTRATIVE COMPLAINT

Petitioner, Robert W. Runcie, Superintendent of Schools of Broward County, Florida ("Petitioner"), through his undersigned counsel, files this Administrative Complaint against Respondent, PAMELA D. BEAL ("BEAL"). The Petitioner seeks a five (5) day suspension of Respondent's employment with the Broward County School Board ("School Board"), pursuant to Chapter 120 and Sections 1001.51, 1012.27(5), and 1012.33 Florida Statutes and Rule 6A-5.056 of the Florida Administrative Code. The Petitioner alleges the following:

I. JURISDICTIONAL BASIS

1. The agency is the Broward County School Board, Florida, located at 600 Southeast Third Avenue, Fort Lauderdale, Broward County, Florida 33301.
2. The Petitioner is Robert W. Runcie, who is the

Superintendent of Schools of Broward County, Florida.

3. The Petitioner is statutorily obligated to recommend the placement of school personnel and to require compliance and observance with all laws, rules, and regulations. Petitioner is authorized to report and enforce any violation thereof, together with recommending the appropriate disciplinary action against any instructional personnel employed by the School Board, inclusive of BEAL.
4. BEAL is an employee of the Broward County School Board and is currently employed as a teacher pursuant to a Professional Services Contract issued in accordance with Section 1012.33, Florida Statutes (2018).
5. The last known address of BEAL is 2631 S.W. 137th Terrace, Davie, Florida 33330.

II. MATERIAL ALLEGATIONS

6. This recommendation is based upon conduct occurring in the 2018-2019 school year.
7. BEAL is a teacher in the autism cluster at Sea Castle Elementary School (hereinafter "Sea Castle").
8. The School Board hired BEAL on August 14, 2007.
9. On or about December 7, 2018, BEAL slapped a first grade student in the face.

10. On or about December 7, 2018, one of BEAL's students, R.S., was sick and coughing near BEAL. BEAL instructed R.S. to stay away from her so that she would not get sick.
11. R.S., playfully got closer to BEAL and started coughing in BEAL's face on multiple occasions.
12. BEAL asked R.S. to stop coughing in her face, and R.S. continued to laugh and cough very close to BEAL's face.
13. BEAL reacted by slapping R.S.'s left cheek with the open palm of her right hand.
14. After BEAL struck R.S. he reached for his cheek and began screaming.
15. BEAL could not calm R.S. down so she left the classroom to find Jeffrey Roberts (hereinafter "ROBERTS"), a paraprofessional who works directly with R.S., to help control R.S.'s behavior.
16. ROBERTS arrived at the classroom and tried to calm R.S. down, eventually having to remove R.S. from the classroom.
17. Maria Quesada (hereinafter "QUESADA") witnessed the incident and reported what she saw to Maria Henao (hereinafter "HENAO"), the Autism Coach at Sea Castle.
18. After BEAL was questioned about the incident, BEAL made comments to QUESADA while they were in the classroom saying,

"Why did you tell on me? You shouldn't have said anything. I didn't do anything."

19. During the ensuing investigation, BEAL falsely accused QUESADA of making a false report about BEAL's actions.
20. Both QUESADA and the student transferred out of BEAL's classroom and reassigned to a different teacher.

III. ADMINISTRATIVE CHARGES

21. Petitioner realleges and incorporates herein by reference the allegations set forth in paragraphs one (1) through twenty (20) above.
22. Just cause exists for the requested relief pursuant to Fla. Stat. § 1012.33(1)(a), Section 6A-5.056 F.A.C., the Respondent's employment contract, School Board rules and regulations, the Code of Ethics of the Education Profession, and the Employee Disciplinary Guidelines promulgated by the School Board.
23. "Just cause" means cause that is legally sufficient. "Just cause" includes, **but is not limited to:**

* * *

- B. "Misconduct in Office" means one or more of the following:

- a) A violation of the Code of Ethics of the Education Profession in Florida as adopted in Rule 6A-10.080, F.A.C.¹;
 - b) A violation of the Principles of Professional Conduct for the Education Profession in Florida as adopted in Rule 6A-10.081, F.A.C.;
 - c) A violation of the adopted school board rules;
 - d) Behavior that disrupts the student's learning environment; or
 - e) Behavior that reduces the teacher's ability or his or her colleagues' ability to effectively perform duties.
- C. "Incompetency" means the inability, failure or lack of fitness to discharge the required duty as a result of inefficiency or incapacity.
- 1. "Inefficiency" means one or more of the following:
 - a. Failure to perform duties prescribed by law;
 - b. Failure to communicate appropriately with and relate to students;
 - c. Failure to communicate appropriately with and relate to colleagues, administrators, subordinates, or parents;
 - d. Disorganization of his or her classroom to such an extent that the health, safety or welfare of the students is diminished; or
 - e. Excessive absences or tardiness.
 - 2. "Incapacity" means one or more of the following:
 - a. Lack of emotional stability;
 - b. Lack of adequate physical ability;
 - c. Lack of general educational background; or
 - d. Lack of adequate command of his or her area of specialization.

¹ Repealed 3-23-16. Now included in 6A-10.081 F.A.C., Principles of Professional Conduct for the Education Profession in Florida.

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IV. JUST CAUSE FOR DISCIPLINE

A. JUST CAUSE

24. Respondent's actions constitute just cause to suspend her for five (5) days without pay.

B. MISCONDUCT IN OFFICE

25. Respondent's actions, as alleged in paragraphs nine (9) through twenty (20), incorporated herein by reference, constitute misconduct in office. The Respondent through her above-described conduct, has violated Fla. Stat. §1012.33 Fla. Stat., and one or more of Rules 6A-5.056(2)(a) through (e) of the Florida Administrative Code, which defines "misconduct".

RULE 6A-10.081 F.A.C., PRINCIPLES OF PROFESSIONAL CONDUCT FOR
THE EDUCATION PROFESSION IN FLORIDA

26. Pursuant to the Principles of Professional Conduct for the Education Profession in Florida,

(2) Florida educators shall comply with the following disciplinary principles. Violation of any of these principles shall subject the individual to revocation or suspension of the individual educator's certificate, or the other penalties as provided by law.

(a) Obligation to the student requires that the individual:

1. Shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.

5. Shall not intentionally expose a student to unnecessary embarrassment or disparagement.

6. Shall not intentionally violate or deny a student's legal rights.

(b) Obligation to the public requires that the individual:

2. Shall not intentionally distort or misrepresent facts concerning an educational matter in direct or indirect public expression.

(c) Obligation to the profession of education requires that the individual:

4. Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make reasonable effort to assure

that each individual is protected from such harassment or discrimination.

5. Shall not make malicious or intentionally false statements about a colleague.

C. INCOMPETENCY

27. Respondent's actions, as alleged in paragraphs nine (9) through twenty (20), incorporated herein by reference, constitute incompetency. The Respondent, through her above-described conduct has violated Florida Statute §1012.33 and Rule 6A-5.056(3)(a) of the Florida Administrative Code. Her actions show a failure to perform the required duties as a result of inefficiency.

(a) "Inefficiency" means one or more of the following:

1. Failure to perform duties prescribed by law;
2. Failure to communicate appropriately with and relate to students;
3. Failure to communicate appropriately with and relate to colleagues, administrators, subordinates, or parents;

* * *

D. SCHOOL BOARD POLICY 4008

28. Respondent's actions, as alleged in paragraphs nine (9) through twenty (20), incorporated herein by reference, are in violation of School Board Policy 4008 titled, "Responsibilities and Duties (Principals and Instructional Personnel)," which requires all employees who have been issued contracts to comply with the provisions of the Florida School Code, State Board Regulations and regulations and policies of the Board.

29. Furthermore, School Board Policy 4008(B) requires that "members of instructional staff shall perform the following functions:"

1. Comply with the Code of Ethics and the Principles of Professional Conduct of the Education Profession in Florida.
2. Teach efficiently and effectively using the books and materials required by the District or the State following the prescribed courses of study and employ sound teaching practices and methods.
3. Infuse in the classroom, the District's adopted Character Education Traits of Respect, Honesty, Kindness, Self-control, Tolerance, Cooperation, Responsibility and Citizenship.
4. Treat all students with kindness, consideration and humanity, administering discipline in accordance with regulations of the State Board and the School Board; providing that in no case shall cruel or

inhuman punishment be administered to any child attending the public schools.

5. Enforce the Broward County Schools Code of Conduct.

* * *

8. Conform to all rules and regulations that may be prescribed by the State Board and by the School Board.

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DEMAND FOR RELIEF

WHEREFORE, based upon the foregoing, Petitioner, Robert W. Runcie, Superintendent of Schools, recommends that the School Board suspend the Respondent, Pamela D. Beal, for five (5) days without pay based upon the foregoing facts and legal authority.

EXECUTED this 22nd day of August, 2019.



ROBERT W. RUNCIE,
Superintendent of Schools,
Broward County

Respectfully submitted:
Douglas G. Griffin, Esq.
Assistant General Counsel

NOTICE

If you wish to contest the charges, you must, within 15 calendar days after receipt of the written notice, submit a written request for a hearing to Robert W. Runcie, Superintendent, Broward County School District, 600 3rd Ave., Ft. Lauderdale, FL, 33301. If timely requested, such hearing shall be conducted by an administrative law judge assigned by the Division of Administrative Hearings of the Department of Management Services. The hearing shall be conducted within 60 days after receipt of the written appeal in accordance with chapter 120, Florida Statutes.

FAILURE TO TIMELY REQUEST A HEARING WILL RESULT IN A WAIVER OF THE RIGHT TO CONTEST THE CHARGES.

IF YOU WANT TO HIRE AN ATTORNEY, YOU HAVE THE RIGHT TO BE REPRESENTED BY AN ATTORNEY IN THIS MATTER.