

JOEL BEIDLEMAN,

Appellants

v.

MONTGOMERY COUNTY
BOARD OF EDUCATION,

Appellee.

BEFORE THE

MARYLAND

STATE BOARD

OF EDUCATION

Opinion No. 25-24

OPINION

INTRODUCTION

The Appellant, who was employed by Montgomery County Public Schools (“MCPS”) as a school principal, appeals the January 23, 2024, decision of the Montgomery County Board of Education (“local board”) to terminate him for misconduct in office for sexual harassment and workplace bullying.

We transferred the case pursuant to COMAR 13A.01.05.07A(1)(b) to the Office of Administrative Hearings (“OAH”) for review by an Administrative Law Judge (“ALJ”). The ALJ conducted a hearing on October 28, 2024. On January 15, 2025, the ALJ issued a Proposed Decision recommending that the State Board affirm the local board’s decision terminating Appellant for misconduct in office.

The Appellant filed exceptions to the ALJ’s proposed decision. The State Board will hear oral argument on the exceptions on June 24, 2025.

FACTUAL BACKGROUND

The factual background in this case is contained in the ALJ’s proposed decision, Findings of Fact, pp. 3-5 and sets forth the Appellant’s conduct that led to his termination for workplace bullying and sexual harassment. Among other things, the conduct includes making comments about the appearance of female subordinates and directing offensive remarks and jokes of a sexual nature at subordinates, having an inappropriate relationship with a female subordinate, and creating a school environment of intimidation, fear, and disrespect. The information came to light through various complaints, the media, an investigation by a private law firm hired by the local board, and an investigation by the Montgomery County Office of the Inspector General (“OIG”). See Proposed Decision pp. 3-5; R. 34-66 (Law Firm Report); R. 67-74 (OIG Report).

We highlight here some of the procedural background of the case that is relevant to the Appellant’s exceptions. On December 18, 2023, the school system conducted a *Loudermill* conference during which Appellant had an opportunity to respond to the various allegations against him. (R. 32-33). On December 21, 2023, the local superintendent placed Appellant on administrative leave without pay and notified him that she was recommending his termination to

the local board for violating board policies on sexual harassment and workplace bullying, MCPS Regulation GCA-RA (*Employee Conflict of Interest*), and the Employee Code of Conduct. (R. 1-2). On December 22, 2023, the local board notified Appellant of his right to request a hearing on the recommendation. (R. 4-6). On December 27, 2023, Appellant requested a hearing and oral argument before the local board. (R. 7-8).

In response to an inquiry from Appellant regarding pay, on January 5, 2024, the Chief of the Office of Human Resources and Development advised Appellant that he would not receive his payout until he exhausted the appeal process or ceased the appeal and accepted the termination. (Exceptions, Ex. 7). On January 9, 2024, Appellant rescinded his request for a hearing stating that he decided “not to contest the superintendent’s recommendation and not to participate in this process.” (R. 28). The local board acknowledged Appellant’s withdrawal of the request for hearing and oral argument and advised that the matter would be forwarded to the superintendent for her response so that the matter could be considered by the local board on the written record at an upcoming meeting. (R. 30).

On January 18, 2024, the local board advised Appellant that the superintendent had submitted a memorandum and additional information to the local board regarding the termination recommendation. (R. 79). The local board provided Appellant with a copy of the memorandum and additional information and offered him the opportunity to reply. On January 19, 2024, Appellant submitted a 16-page detailed response to the allegations in opposition to the recommendation for termination. (R. 81-96). Appellant’s submission did not include a request to reinstate the hearing process.

On January 23, 2024, the local board voted to adjudicate on the written record and adopted the superintendent’s recommendation and terminated Appellant for misconduct in office. (R. 99-100). On January 24, 2024, the local board sent notification of its termination decision to Appellant. (R. 98).

Appellant appealed the local board’s decision to the State Board on February 20, 2024, and we transferred the matter to OAH for review by an ALJ. On September 20, 2024, the ALJ issued a ruling granting the local board’s motion to limit the scope of the hearing which precluded Appellant from presenting new testimonial or documentary evidence at the OAH hearing that he did not present during the local board proceedings. *See* ALJ’s Rulings on Montgomery County Board of Education’s Motion to Limit Scope of Hearing, or, in the Alternative, for Summary Decision. The ALJ determined that Appellant was afforded the opportunity to present testimony and documentary evidence at a hearing before the local board and chose not to do so, and that he failed to establish good reason for failing to present such evidence during the local proceedings. *Id.* The evidence in the OAH hearing was limited to the record of proceedings before the local board, which included the Appellant’s January 19, 2024 written statement. *Id.* On January 15, 2025, the ALJ issued a proposed decision recommending that the State Board affirm the local board’s termination decision. Appellant filed exceptions to the ALJ’s proposed decision and the local board filed a response.

STANDARD OF REVIEW

Because this appeal involves the termination of a certificated employee pursuant to §6-202 of the Education Article, the State Board exercises its independent judgment on the record before it in determining whether to sustain the termination. COMAR 13A.01.05.06F(2). The local board has the burden of proof by a preponderance of the evidence. COMAR 13A.01.05.06F(3).

The State Board transferred this case to OAH for proposed findings of fact and conclusions of law by an ALJ. In such cases, the State Board may affirm, reverse, modify or remand the ALJ's proposed decision. The State Board's final decision, however, must identify and state reasons for any changes, modifications or amendments to the proposed decision. *See* Md. Code Ann., State Gov't §10-216(b).

LEGAL ANALYSIS

The Appellant takes exception to the ALJ's decision to limit the scope of the OAH hearing preventing Appellant from presenting additional testimony and documentary evidence claiming that he was denied due process under the State Board's *de novo* standard of review for termination cases and that the ALJ misapplied the State Board's regulation on the introduction of new evidence in an appeal. His exceptions set forth a recitation of evidence that he maintains would have been presented had the scope of the OAH hearing not been limited. In addition to denying allegations, Appellant notes his highly effective performance evaluations and maintains that many employees were disgruntled with him due to his implementation of the countywide middle school reforms. *See* Exceptions.

Pursuant to COMAR 13A.01.05.06F, the standard of review for certificated employee suspension and dismissal actions is *de novo* which is defined in §F(2) of the regulation as exercise of the State Board's independent judgment on the record before it in determining whether to sustain the suspension or dismissal. As we explained in *Sullivan v. Montgomery Cnty. Bd. of Educ.*, MSBE Op. No. 14-51 (2014) and again in *Meyers v. Anne Arundel Cnty. Bd. of Educ.*, MSBE Op. No. 16-50 (2016), *de novo* review in an appeal before the State Board does not mean that an entirely new record must be created before the ALJ. Rather, it means that the State Board gives no deference to the factual or legal conclusions reached by the local board. Instead, the State Board exercises its independent judgment on the record before it in determining whether to sustain the termination. The ALJ correctly stated the *de novo* nature of this appeal in the proposed decision.

The introduction of additional testimony or documentary evidence at the OAH hearing is governed by State Board regulation, COMAR 13A.01.05.07C. The regulation provides as follows:

(C) Additional Testimony or Documentary Evidence.

(1) Additional testimony or documentary evidence may be introduced by either party if the administrative law judge finds that the evidence is relevant and material and there were good reasons for the failure to offer the evidence in the proceedings before the

local board, but evidence that is unduly repetitious of that already contained in the record may be excluded by an administrative law judge.

(2) Notwithstanding §C(1) of this regulation, the administrative law judge may permit repetitious testimony if credibility is an issue.

The ALJ found that the Appellant was afforded the opportunity to present testimony and documentary evidence at a hearing before the local board and chose not to do so, and that he failed to establish a good reason for his failing to offer the evidence in the local board proceedings.

Appellant maintains that the ALJ committed error in the application of this provision to Appellant's request to present additional evidence in two ways. First, Appellant argues that, contrary to the ALJ's findings, Appellant had good reason for his failure to offer the evidence in the local board proceedings. Appellant maintains that the local board coerced him into briefly pausing his participation in his appeal by conditioning payment of earned money on his agreement to waive his appeal rights, and that this coercive conduct is good reason for him not submitting evidence at the local board level. *See App's. Ex. 7.*

The Appellant made this same argument to the ALJ in his response to the local board's motion to limit the scope of the hearing. He claimed that the local board would not pay him for his accrued leave until he exhausted the appeal process or ended his appeal and accepted the termination, and that he needed the money because he had retained counsel and had divorce proceedings with his ex-wife. (Ruling on Motion; Exceptions, Ex. 2 (Beidleman Affidavit). He maintained that he ended the appeal under duress but resumed it when he submitted his written statement rebutting the allegations to the local board. *Id.*

As the ALJ stated, "The Appellant's stated reason for withdrawing his appeal on January 9, 2024, is that he wanted to be paid immediately for his accrued leave because he needed the money. Wanting immediate payment is not a good reason for failing to present the evidence in the hearing before the local board." We agree. The Appellant was on unpaid administrative leave pending the local board's decision on the superintendent's recommendation for termination. The termination was not yet final. Appellant's options were to proceed with participation in the administrative process challenging that recommendation or not to proceed with that process. The Appellant rescinded his request for a hearing and oral argument before the local board and chose not to participate. Although the Appellant later submitted a written statement in response to the superintendent's additional filing with the local board, Appellant did not reinitiate his request for a hearing. To thereafter claim that his rescission of his request for a hearing and full participation in the proceedings was a result of duress from the local board because he wanted his money sooner is not a good reason for failing to present evidence in the local proceedings. This was a strategic decision made knowingly and voluntarily by the Appellant to hasten the termination process. The provision for submission of additional evidence is not meant to be used to circumvent the regular process when a party has opted not to participate in a hearing before the local board.

Second, the Appellant asserts that COMAR 13A.01.05.07C(2) permits a party to introduce new evidence if credibility is an issue regardless of whether the ALJ finds the evidence

is relevant and material and that there were good reasons for the failure to submit the evidence in the local board proceedings. He asserts that credibility was at issue in this case and, therefore, the ALJ should have allowed admission of additional evidence.

Appellant misinterprets the standard for the introduction of additional evidence set forth in COMAR 13A.01.05.07C(2). It is a prerequisite to the admission of the additional evidence that it is “relevant and material” and “there were good reasons for the failure to offer the evidence in the proceedings before the local board”. Evidence that meets this standard but is unduly repetitious may be excluded, although it may be permitted if credibility is an issue. The ALJ correctly interpreted and applied the provision and determined that Appellant did not have good reason for failing to offer the evidence in the local board proceedings.

We have reviewed the record in this matter and concur with the conclusions of the ALJ. The ALJ found the OIG report to be credible as it identified which allegations were substantiated. As the ALJ stated:

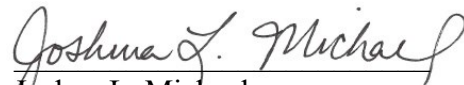
The OIG found that the Appellant had bullied staff by yelling and screaming at them, publicly shaming them, verbally intimidating them, attempting to transfer a staff member who disagreed with him, and calling staff while they were on leave. The OIG discovered staff were afraid to express professional disagreement with the Appellant and were afraid they would lose their positions. The OIG also found that the Appellant sexually harassed and engaged in offensive conduct toward employees. The Appellant pursued a sexual relationship with an employee who was seeking a promotion to assistant principal. He made sexual comments regarding the appearance of female staff. The OIG learned female staff altered their appearance and sought to avoid the Appellant’s unwanted comments. In addition, the OIG found that the Appellant was involved in a sexual/romantic relationship with a subordinate employee....

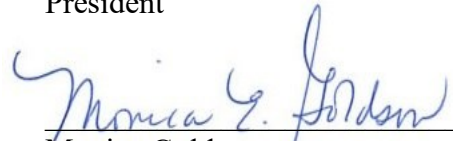
The Appellant did not present any convincing evidence that the incidents substantiated by the OIG did not occur....The Appellant’s vague assertions, denials, and obfuscations contained in his written statement are not credible or convincing. Moreover, the Appellant’s apparent success in boosting student achievement does not mitigate or outweigh the Appellant’s misconduct toward staff....

(ALJ’s Proposed Decision at 8-9). The preponderance of the evidence in this case supports the Appellant’s termination for misconduct in office.


CONCLUSION


We agree with the ALJ’s assessment that the record in this case supports the local board’s termination of Appellant from his position on the grounds of misconduct in office. We, therefore, adopt the ALJ’s Proposed Decision and affirm the local board’s decision.


Joshua L. Michael
President



Monica Goldson
Vice-President

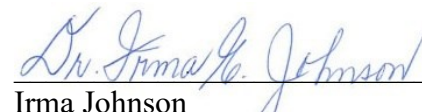

Chuen-Chin Bianca Chang

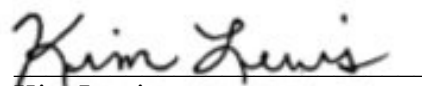

Chet Chesterfield


Kenny Clash


Clarence Crawford


Nick Greer


Irma Johnson


Kim Lewis


Samir Paul

Absent:
Joan Mele-McCarthy
Xiomara Medina

Voted on: June 24, 2025

Issued: June 27, 2025

JOEL BEIDLEMAN,
APPELLANT

v.

MONTGOMERY COUNTY
BOARD OF EDUCATION

*** BEFORE LORRAINE E. FRASER,**
*** AN ADMINISTRATIVE LAW JUDGE**
*** OF THE MARYLAND OFFICE OF**
*** ADMINISTRATIVE HEARINGS**
*** CASE No.: MSDE-BE-01-24-09170**

*** * * * ***

PROPOSED DECISION

STATEMENT OF THE CASE
ISSUE
SUMMARY OF THE EVIDENCE
FINDINGS OF FACT
DISCUSSION
CONCLUSION OF LAW
PROPOSED ORDER

STATEMENT OF THE CASE

On December 21, 2023, the Superintendent of Montgomery County Public Schools (MCPS) notified the Appellant, a principal at Paint Branch High School, that they were recommending to the Montgomery County Board of Education (MCBE or local board) the Appellant's termination for misconduct in office, specifically sexual harassment and workplace bullying. Md. Code Ann., Educ. § 6-202(a)(1) (2022). On December 22, 2023, the MCBE notified the Appellant of his right to request a hearing. On December 27, 2023, the Appellant requested a hearing before the MCBE. On January 9, 2024, the Appellant rescinded his request for a hearing, saying that he decided not to contest the MCPS Superintendent's recommendation or participate in the process. On January 18, 2024, the MCBE notified the Appellant that the MCPS Superintendent submitted a memorandum and additional information to the MCBE regarding the recommendation for his termination, gave him a copy of that information, and

offered him the opportunity to reply. On January 19, 2024, the Appellant submitted a reply. On January 23, 2024, the MCBE voted to adjudicate on the written record, adopted the MCPS Superintendent's recommendation, and terminated the Appellant for misconduct in office. The MCBE notified the Appellant of its decision on January 24, 2024.

On February 20, 2024, the Appellant appealed to the Maryland State Board of Education (MSDE or State board). *Id.* at § 6-202(a)(4). On March 27, 2024, the State board transferred the appeal to the Office of Administrative Hearings (OAH), which received it on April 1, 2024.

On July 30, 2024, I held a prehearing conference. On September 20, 2024, I issued a ruling granting the MCBE's motion to limit the scope of the hearing. I ordered that the Appellant was precluded from presenting new testimonial or documentary evidence at the hearing before the OAH that he did not present in the hearing before the MCBE. I denied the MCBE's motion for summary decision. On October 7, 2024, I held a second prehearing conference.

On October 28, 2024, I conducted a hearing via videoconference. B. Darren Burns, Esquire, represented the MCBE. James Edward Rubin, Esquire, represented the Appellant, who was present.

Procedure is governed by the contested case provisions of the Administrative Procedure Act, the procedural regulations for appeals to the State Board of Education, and the Rules of Procedure of the OAH. Md. Code Ann., State Gov't §§ 10-201 through 10-226 (2021 & Supp. 2024); Code of Maryland Regulations (COMAR) 13A.01.05; COMAR 28.02.01.

ISSUE

Did the MCBE properly dismiss the Appellant for misconduct in office?

SUMMARY OF THE EVIDENCE

Exhibits

The MCBE's record, consisting of 105 pages including a Table of Contents, was admitted into evidence as the only exhibit. The hearing was limited to the record considered by the MCBE in making its decision in accordance with my ruling regarding the scope of the hearing, dated September 20, 2024.

Testimony

No witness testimony was presented, in accordance with my ruling on the scope of the hearing.

FINDINGS OF FACT

I find the following facts by a preponderance of the evidence:

1. The Appellant was a principal at Farquhar Middle School with MCPS prior to being promoted to principal at Paint Branch High School in July 2023.
2. On August 11, 2023, the Washington Post reported that the MCBE promoted the Appellant to principal at Paint Branch High School despite many complaints that current and former employees had made against him for sexual harassment, bullying, and retaliation.
3. In response, the MCBE hired the law firm Jackson Lewis, P.C., to conduct an investigation regarding the Appellant's promotion. The law firm found that the MCBE approved the Appellant's promotion while an investigation into complaints against him was pending and that key MCPS decision makers failed to ascertain important details about the investigation. Further, the key MCPS decision makers failed to promptly correct their mistake and notify the MCBE once they learned the details of the complaints after the Appellant's promotion.

4. After the Jackson Lewis investigation was complete, the Office of the Inspector General (OIG) for Montgomery County, Maryland investigated the allegations against the Appellant and MCPS's handling of the complaints filed against the Appellant.

5. The OIG found that between 2018 and 2023, while the Appellant was principal at Farquhar Middle School, eleven employees reported that the Appellant bullied them. The Appellant yelled and screamed at staff, staff were afraid to express professional disagreement with the Appellant, and staff were afraid they would lose their positions.

6. The Appellant publicly shamed and embarrassed an employee in front of other employees.

7. The Appellant verbally intimidated an employee, saying they were "untrustworthy," made decisions they "will later regret," and they should "watch out."¹

8. The Appellant yelled at an employee, "get your shit together or you are not going to be here."²

9. After an employee disagreed with the Appellant regarding a curriculum issue, the Appellant notified that employee that she was being involuntarily transferred. The employee challenged the involuntary transfer and the Appellant rescinded it a few days later.

10. The Appellant repeatedly called two employees while they were on approved leave because he thought their absence was unnecessary and excessive.

11. The OIG found the Appellant sexually harassed and engaged in offensive conduct toward employees.

12. An MCPS employee told the Appellant that she was interested in working as an assistant principal at Farquhar Middle School. Over a three-month period, the Appellant sent that employee numerous text messages containing offensive sexual comments and attempted to

¹ MCBE record p. 69.

² *Id.*

pursue a sexual relationship with her. The Appellant made comments implying that he could influence the selection process in the employee's favor. The employee repeatedly told the Appellant that she was not interested in a sexual relationship with him, but he continued to send sexually explicit text messages to her.

13. The Appellant looked at an employee and said, "Wow girl, you lost weight. Look at you. Give it a turn, let me check out the backside." The employee responded, "No!," which the Appellant thought was funny. The employee said that whenever she saw the Appellant he "checked out" her breasts and that he "talked to our breasts."³ The employee attempted to avoid the Appellant's unwanted attention. For example, she changed her hair color to brunette, believing the Appellant preferred blonds.

14. The Appellant told an employee, "I didn't know I hired a Brazilian woman with long legs."⁴ The employee was embarrassed and stopped wearing shorts to school. The employee also stopped wearing makeup and dressed in a way to avoid the Appellant's attention, but he continued to comment on her appearance.

15. In 2020, the Appellant and a subordinate employee were involved in a sexual relationship. The employee claimed that the Appellant continued to pursue her after the relationship ended. The employee claimed further that when she did not continue the sexual relationship, the Appellant bullied her and retaliated against her. The OIG noted that it was unable to validate the employee's claims regarding the Appellant's actions after the relationship ended. However, the OIG found that the Appellant was involved in a sexual/romantic relationship with a subordinate.

³ *Id.* at p. 71.

⁴ *Id.* at p. 72.

DISCUSSION

Legal Standard

Section 6-202(a)(1) of the Education Article provides, in part:

(a)(1) On the recommendation of the county superintendent, a county board may suspend or dismiss a teacher, principal, supervisor, assistant superintendent, or other professional assistant for:

(ii) Misconduct in office.

Md. Code Ann., Educ. § 6-202(a)(1)(ii) (2022).

In an appeal to the State Board of a local board's decision to dismiss an employee, the "State Board shall exercise its independent judgment on the record before it in determining whether to sustain the suspension or dismissal of a certificated employee." COMAR 13A.01.05.06F(2).

"The local board has the burden of proof by a preponderance of the evidence." COMAR 13A.01.05.06F(3). Accordingly, the MCBE bears the burden of proof in this case and must show that the charges are more likely true than untrue when all the evidence is considered. *See Coleman v. Anne Arundel Cnty. Police Dep't*, 369 Md. 108, 125 n.16 (2002).

The Parties' Positions

The MCBE asserted that the Superintendent of MCBE found the Appellant engaged in misconduct and recommended his dismissal. The Appellant requested a hearing and the MCBE was prepared to hold a hearing to determine whether the Appellant engaged in misconduct and should be dismissed from employment. However, the Appellant subsequently waived his right to a hearing. As a result, the MCBE reviewed the written documentation submitted by the Superintendent and the Appellant in order to determine whether the Appellant should be dismissed. After the review, the MCBE found the Superintendent had cause to dismiss the

Appellant for misconduct. The MCBE argued that there is substantial evidence in the record to support its decision to dismiss the Appellant.

The Appellant asserted that the case generated a lot of publicity and the MCBE did not take into account the Appellant's years as a teacher, assistant principal, principal in training, and as the principal at Farquhar Middle School. The Appellant claimed that the MCBE did not consider student progress and achievement under his leadership. The Appellant complained that the investigation was based on vague, anonymous complaints. He denied bullying staff and alleged the investigation failed to provide context. He maintained that he did not have the power to hire someone for the assistant principal position and that the staff person seeking the position was not his subordinate. He noted that the OIG did not validate the claim that he continued to pursue a staff member after their relationship ended and that he did not make sexual comments on MCPS property. He alleged that the staff member's story had changed over time and that she did not comply with the investigation and provide all of the text messages. He denied making comments about staff members' appearances. He maintained that there was no evidence he engaged in financial improprieties. He asserted that the allegations against him were vague, not substantiated, or previously handled. He argued that he should not be dismissed and his record of success with children should be considered.

Analysis

As I explained in my ruling on the scope of this hearing, I am limited to a review of the evidence presented to the MCBE. *See* COMAR 13A.01.05.04C and 13A.01.05.07C. The Appellant had the opportunity to present testimony and documentary evidence at a hearing before the MCBE and chose not to do so. The Appellant submitted a seventeen-page written statement to the MCBE, which the MCBE considered prior to its decision, and I have considered in my review of the record. In reviewing all of the evidence presented to the MCBE, I found the

OIG report credible. The report clearly identified what allegations against the Appellant it was able to substantiate and what allegations it was unable to substantiate. The OIG found that the Appellant bullied staff by yelling and screaming at them, publicly shaming them, verbally intimidating them, attempting to transfer a staff member who disagreed with him, and calling staff while they were on leave. The OIG discovered staff were afraid to express professional disagreement with the Appellant and were afraid they would lose their positions. The OIG also found that the Appellant sexually harassed and engaged in offensive conduct toward employees. The Appellant pursued a sexual relationship with an employee who was seeking a promotion to assistant principal. He made sexual comments regarding the appearance of female staff. The OIG learned female staff altered their appearance and sought to avoid the Appellant's unwanted comments. In addition, the OIG found that the Appellant was involved in a sexual/romantic relationship with a subordinate employee. Further, the OIG substantiated other occasions during which the Appellant made sexually offensive comments to subordinate staff members but found that those incidents did not occur on MCPS property and thus did not violate MCPS's sexual harassment policy.

The Appellant did not present any convincing evidence that the incidents substantiated by the OIG did not occur. Had the Appellant participated in a full hearing before the MCBE, he would have had the opportunity to testify, present other witnesses and documents, and to cross examine the Superintendent's witnesses. Instead, the Appellant chose to submit a written statement but otherwise declined to participate in a hearing. The Appellant's vague assertions, denials, and obfuscations contained in his written statement are not credible or convincing. Moreover, the Appellant's apparent success in boosting student achievement does not mitigate or outweigh the Appellant's misconduct toward staff. Sexually harassing staff does not improve

student achievement. It does, however, have the potential to harm student achievement as it degrades staff, communication, and the work environment.

Based on the record before me, I find that the MCBE properly dismissed the Appellant for misconduct in office.


CONCLUSION OF LAW

Based on the foregoing Findings of Fact and Discussion, I conclude, as a matter of law, that the MCBE properly dismissed the Appellant for misconduct in office. Md. Code Ann., Educ. § 6-202(a)(1)(ii) (2022).

PROPOSED ORDER

I **PROPOSE** that the decision of the Montgomery County Board of Education to dismiss the Appellant for misconduct in office be **AFFIRMED**.

January 15, 2025
Date Decision Issued



Lorraine E. Fraser
Administrative Law Judge

LEF/emh
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NOTICE OF RIGHT TO FILE EXCEPTIONS

A party adversely affected by this Proposed Decision has the right to file written exceptions within fifteen (15) days of the Proposed Decision; written responses to the exceptions may be filed within fifteen (15) days of the filing of exceptions. COMAR 13A.01.05.07F. Exceptions and responses shall be filed with the Maryland State Department of Education, Maryland State Board of Education, 200 West Baltimore Street, Baltimore, Maryland 21201-2595, with a copy to the other party or parties. The Office of Administrative Hearings is not a party to any review process.

Copies Mailed To:

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JOEL BEIDLEMAN,

APPELLANT

v.

MONTGOMERY COUNTY

BOARD OF EDUCATION

*** BEFORE LORRAINE E. FRASER,**
*** AN ADMINISTRATIVE LAW JUDGE**
*** OF THE MARYLAND OFFICE OF**
*** ADMINISTRATIVE HEARINGS**
*** CASE No.: MSDE-BE-01-24-09170**

*** * * * ***

FILE EXHIBIT LIST

The MCBE’s record, consisting of 105 pages including a Table of Contents, was admitted into evidence as the only exhibit. The hearing was limited to the record considered by the MCBE in making its decision in accordance with my ruling regarding the scope of the hearing, dated September 20, 2024.