

Office of Superintendent of Schools  
Board Meeting of August 25, 1999

August 16, 1999

Personnel Management and Services  
Nelson E. Diaz, Deputy Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE  
CLARA S. NOYA - TEACHER  
SOUTH HIALEAH ELEMENTARY SCHOOL**

On August 16, 1999, the Superintendent of Schools sent the following letter to Ms. Clara S. Noya:

I am exercising my responsibility as Superintendent of Schools and recommending to The School Board of Miami-Dade County, Florida, at its scheduled meeting of August 25, 1999, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Teacher at South Hialeah Elementary School, effective at the close of the workday, August 25, 1999, for gross insubordination and incompetency. This action is taken in accordance with Sections 230.03(2), 230.23(5)(f), 231.36(1)(a), 231.36(4)(c), and 447.209, Florida Statutes.

If you wish to contest your suspension and dismissal, you must request a hearing in writing within 15 calendar days of the receipt of notice of the Board action, in which case, formal charges will be filed and a hearing will be held before an administrative law judge.

**RECOMMENDED:** That effective August 25, 1999, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Ms. Clara S. Noya, Teacher at South Hialeah Elementary School, pending the outcome of a hearing, if requested.

NED:dsj

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