

January 28, 2004

Paul R. Philip, Chief of Staff

**SUBJECT: DISMISSAL OF EMPLOYEE
DON L. JACKSON - TEACHER
NORLAND ELEMENTARY SCHOOL**

On January 28, 2004, the Superintendent of Schools sent the following letter to Mr. Don L. Jackson:

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 February 11, 2004, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Teacher at Norland Elementary School, effective at the close of the workday, February 11, 2004, for just cause, including, but not limited to: misconduct in office; willful neglect of duty; gross insubordination; and violation of School Board Rules 6Gx13- 4-1.08, Violence in the Workplace; 6Gx13- 4A-1.21, Responsibilities and Duties; and 6Gx13- 5D-1.07, Corporal Punishment-Prohibited. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.33, 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 February 11, 2004, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Don L. Jackson, Teacher at Norland Elementary School, pending the outcome of a hearing, if requested.

PRP:vmb

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