

Office of Superintendent of Schools  
Board Meeting of March 17, 2004

March 3, 2004

District Compliance Units  
Virginia M. Bradford, Assistant Superintendent

**SUBJECT: SUSPENSION OF EMPLOYEE  
DEBRA STARKES - TEACHER  
WEST LITTLE RIVER ELEMENTARY SCHOOL**

On March 3, 2004, the Superintendent of Schools sent the following letter to Ms. Debra Starkes:

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 March 17, 2004, that the School Board suspend you without pay from your current position as Teacher at West Little River Elementary School, for 30 workdays effective at the close of the workday, March 17, 2004, for just cause, including, but not limited to: deficient performance of job responsibilities; and violation of School Board Rules 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, 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 March 17, 2004, the School Board suspend Ms. Debra Starkes, Teacher at West Little River Elementary School for 30 workdays without pay, pending the outcome of a hearing, if requested.

VMB

**F-3**