

Office of Superintendent of Schools  
Board Meeting of May 19, 2004

May 5, 2004

Office of District Compliance Units  
Virginia M. Bradford, Assistant Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE  
DONALD E. COX - TEACHER  
WORKERS' COMPENSATION**

On May 5, 2004, the Superintendent of Schools sent the following letter to Mr. Donald E. Cox:

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 May 19, 2004, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Teacher, assigned to Workers' Compensation, effective at the close of the workday, May 19, 2004, for just cause, including, but not limited to: incompetency; misconduct in office; failure to have a valid teacher's certificate; excessive absenteeism; non-performance of job responsibilities; and violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties; and 6Gx13- 4E-1.01, Absences and Leaves. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.33, 1012.67, 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 May 19, 2004, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Donald E. Cox, Teacher, assigned to Workers' Compensation, pending the outcome of a hearing, if requested.

VMB

**F-16**