

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
WILLIAM E. CARRIGAN - TEACHER
GULFSTREAM ELEMENTARY SCHOOL**

On April 5, 2004, the Superintendent of Schools sent the following letter to Mr. William E. Carrigan:

Pursuant to Section 1012.34, Florida Statutes, 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 terminate your employment contract as a teacher, effective at the close of the workday, May 19, 2004. This action is being taken because you have failed to correct noted performance deficiencies during your 90-Calendar Day Performance Probation.

I am also recommending that the School Board suspend you and initiate dismissal proceedings against you for just cause, including, but not limited to: incompetence; gross insubordination; and violation of School Board Rule 6Gx13-4A-1.21, Responsibilities and Duties. 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 these recommendations and actions, you must request a hearing, in writing, within 20 calendar days of the receipt of this notice. The written request for a hearing should be submitted to the School Board Clerk, Room 268 B, 1450 Northeast Second Avenue, Miami, Florida 33132. Formal charges will then be filed and a hearing will be held before an administrative law judge. You will not receive any further notice concerning your right to contest this action.

RECOMMENDED: That The School Board of Miami-Dade County, Florida: (1) terminate the employment contract of the above-referenced instructional employee, effective May 19, 2004, at the close of the workday, pending the outcome of a hearing, if requested; and (2) that effective May 19, 2004, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. William E. Carrigan, Teacher, at Gulfstream Elementary School, pending the outcome of a hearing, if requested.

VMB