

Office of Professional Standards  
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: ACCEPTANCE OF RESIGNATION  
JUSTIN M. HOWELL – TEACHER  
POINCIANA PARK ELEMENTARY SCHOOL**

On November 30, 2005, a letter was sent to Mr. Justin M. Howell, informing him that he was being recommended for termination of his employment contract at the School Board Meeting of December 14, 2005, for just cause, including, but not limited to: excessive absenteeism; abandonment of position; insubordination and willful neglect of duty; and violation of School Board Rule 6Gx13- 4E-1.01, Absences and Leaves.

The employee submitted his resignation, effective December 1, 2005. Upon consultation with the School Board Attorneys' Office, the Office of Professional Standards recommends that the resignation be accepted as achieving the objectives sought by the School Board in this case. Acceptance of the resignation does not alter the following effects of the employment termination:

- formal notification to the Education Practices Commission for licensure investigation;
- prevention of any future employment in any capacity by the Miami-Dade County Public Schools, unless recommended by staff for authorization by the School Board;
- retention of the information regarding the dismissal action by the Superintendent of Schools as a matter of official record;

Acceptance of the resignation will also obviate the requirement for further legal actions by the School Board.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida accept the resignation of Mr. Justin M. Howell, Teacher, at Poinciana Park Elementary School, effective as of December 1, 2005.

MTR