

Office of Superintendent of Schools
Board Meeting of June 14, 2006

May 31, 2006

Office of Professional Standards
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: SUSPENSION OF EMPLOYEE
ERNEST K. HAYES - TEACHER
MIAMI NORLAND SENIOR HIGH SCHOOL**

On May 31, 2006, the following letter was sent to Mr. Ernest K. Hayes:

This is to notify you that the Superintendent of Schools will be recommending to The School Board of Miami-Dade County, Florida, at its scheduled meeting of June 14, 2006, that the School Board suspend you without pay from your current position as Teacher at Miami Norland Senior High School, for 30 workdays effective August 3, 2006, for just cause, including, but not limited to: conduct unbecoming a School Board employee; violation of School Board Rules 6Gx13- 4-1.08, Violence in the Workplace, 6Gx13-4A-1.21, Responsibilities and Duties, and 6Gx13- 4A-1.213, Code of Ethics; and violation of The Code of Ethics of the Education Profession in Florida. This action is taken in accordance with Sections 1001.32(2), 1001.42(5), 1012.22(1)(f), 1012.33, and 447.209, Florida Statutes; and the **Contract between Miami-Dade County Public Schools and the United Teachers of Dade**, Article XXI, Section 1.

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.

If the School Board accepts (or approves) the Superintendent's recommendation, you will be notified of the School Board's action.

RECOMMENDED: That effective August 3, 2006, the School Board suspend Mr. Ernest K. Hayes, Teacher at Miami Norland Senior High School, for 30 workdays without pay, pending the outcome of a hearing, if requested.

MTR

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