

Office of Superintendent of Schools
Board Meeting of February 14, 2007

February 1, 2007

Office of Professional Standards
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED PERMANENT REASSIGNMENT TO
ANOTHER LOCATION AND SUSPENSION WITHOUT PAY OF
EMPLOYEE PENDING APPEAL
JENNIFER N. BROWN – EXECUTIVE DIRECTOR
OFFICE OF CIVIL RIGHTS COMPLIANCE**

**LINK TO DISTRICT
STRATEGIC PLAN: IMPROVE EFFECTIVENESS OF INSTRUCTION AND
EFFICIENCY OF OPERATIONS**

On February 1, 2007, the following letter was sent to Ms. Jennifer N. Brown:

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 February 14, 2007, that the School Board permanently reassign you from your current position as Executive Director, at the Office of Civil Rights Compliance, to another work location which may include a lesser pay grade, refer you to the District's support agency, participate in anger management training, and suspend you without pay for 30 workdays, effective at the close of the workday, February 14, 2007, for just cause, including, but not limited to: conduct unbecoming a School Board employee; and 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. 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 permanent reassignment and 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 impartial hearing officer.

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

RECOMMENDED: That effective February 14, 2007, at the close of the workday, the School Board permanently reassign Ms. Jennifer N. Brown, Executive Director at the Office of Civil Rights Compliance, to another location, refer her to the District's support agency, participate in anger management training, and suspend her without pay for 30 workdays, pending the outcome of a hearing, if requested.

MTR

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