

Office of Professional Standards  
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY AND INITIATE  
DISMISSAL PROCEEDINGS OF EMPLOYEE PENDING APPEAL  
ROBERT M. WILCOX - TEACHER  
MAYA ANGELOU ELEMENTARY SCHOOL**

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

On February 28, 2007, the following letter was sent to Mr. Robert M. Wilcox:

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 March 14, 2007, that the School Board suspend you without pay and initiate dismissal proceedings against you from your current position as Teacher at Maya Angelou Elementary School, effective at the close of the workday, March 14, 2007, for just cause, including, but not limited to: conduct unbecoming a School Board employee; excessive absenteeism; insubordination; violation of School Board Rules 6Gx13- 4-1.05, Drug-Free Workplace General Policy Statement; 6Gx13- 4A-1.21, Responsibilities and Duties; and 6Gx13- 4A-1.213, Code of Ethics; and State Board Rules 6B-1.001, 6B-1.006, and 6B-4.009(6). This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.32, 1012.33, 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.

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

**RECOMMENDED:** That effective March 14, 2007, at the close of the workday, the School Board suspend without pay and initiate dismissal proceedings against Mr. Robert M. Wilcox, Teacher at Maya Angelou Elementary School, pending the outcome of a hearing, if requested.

MTR