

Office of Professional Standards  
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY AND INITIATE  
DISMISSAL PROCEEDINGS OF EMPLOYEE PENDING APPEAL  
DANIEL FORMAN - SERGEANT  
NORTH OPERATIONS STATION**

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

On August 23, 2007, the following letter was sent to Mr. Daniel Forman:

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 September 5, 2007, that the School Board suspend you without pay and initiate dismissal proceedings against you from your current position as Sergeant at North Operations Station, effective at the close of the workday, September 5, 2007, for just cause, including, but not limited to: abandonment of position; physically qualified for his job position; failure to comply with Americans with Disabilities Act (ADA) procedures; failure to follow directives to utilize Miami-Dade County Public Schools' Transfer Procedures to transfer to a position for which he is qualified; and violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties, and 6Gx13- 4E-1.01, Absences and Leaves. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.67, and 447.209, Florida Statutes; and Article X of the **Contract between the Miami-Dade County Public Schools and the Florida State Lodge, Fraternal Order of Police.**

If you wish to contest your suspension and dismissal, you must request in writing within 20 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 September 5, 2007, at the close of the workday, the School Board suspend without pay and initiate dismissal proceedings against Mr. Daniel Forman, Sergeant at North Operations Station, pending the outcome of a hearing, if requested.

MTR