

Office of Professional Standards
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY OF EMPLOYEE
FOR 30 WORKDAYS PENDING APPEAL
FRADEL DELGARDE - TEACHER
NORTH MIAMI SENIOR HIGH SCHOOL**

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

On December 21, 2007, the following letter was sent to Mr. Fradel Delgarde:

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 January 16, 2008, that the School Board suspend you without pay from your current position as Teacher at North Miami Senior High School, for 30 workdays, effective at the close of the workday, January 16, 2008, for just cause, including, but not limited to: violation of District-wide student testing procedures; and violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties and 6Gx13- 4A-1.213, Code of Ethics and the Principles of Professional Conduct of the Education Profession in Florida. 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 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 January 16, 2008, at the close of the workday, the School Board suspend Mr. Fradel Delgarde, Teacher at North Miami Senior High School for 30 workdays without pay, pending the outcome of a hearing, if requested.

MTR