

Office of Professional Standards
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY
OF EMPLOYEE FOR 30 WORKDAYS PENDING APPEAL
KARMEN DURAN - TEACHER
ALTERNATIVE OUTREACH**

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

On July 23, 2008, the following letter was sent to Ms Karmen Duran:

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 August 4, 2008, that the School Board suspend you without pay from your current position as Teacher at Alternative Outreach, for 30 workdays, effective at the close of the workday, August 13, 2008, for just cause, including, but not limited to: violation of School Board Rules 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; and State Board Rules 6B-1.001, and 6B-4.009.

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 4, 2008, at the close of the workday, the School Board suspend Ms. Karmen Duran, Teacher at Alternative Outreach, for 30 workdays without pay, pending the outcome of a hearing, if requested.

MTR