

Office of Superintendent of Schools  
Board Meeting of December 13, 2000

November 29, 2000

Personnel Management and Services  
Nelson E. Diaz, Deputy Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE  
WILLIAM E. HAYES - PSYCHOLOGIST  
REGION IV OPERATIONS**

On November 29, 2000, the Superintendent of Schools sent the following letter to Dr. William E. Hayes:

I am exercising my responsibility as Superintendent of Schools and recommending to The School Board of Miami-Dade County, Florida, at its scheduled meeting of December 13, 2000, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Psychologist at Region IV Operations, effective at the close of the workday, December 13, 2000, for immorality, misconduct in office, conviction of a crime involving moral turpitude upon conviction, excessive absences, and violation of School Board Rule 6Gx13-4A-1.21, Responsibilities and Duties. This action is taken in accordance with Sections 230.03(2), 230.23(5)(f), 231.36, 231.44 and 447.209, Florida Statutes.

If you wish to contest your suspension and dismissal, you must request a hearing 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.

**RECOMMENDED:** That effective December 13, 2000, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Dr. William E. Hayes, Psychologist at Region IV Operations, pending the outcome of a hearing, if requested.

NED:dsj

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