

October 8, 2003

Paul R. Philip, Chief of Staff

**SUBJECT: DISMISSAL OF EMPLOYEE  
DANIEL J. EPSTEIN - TEACHER  
TWIN LAKES ELEMENTARY SCHOOL**

On October 8, 2003, the Superintendent of Schools sent the following letter to Mr. Daniel J. Epstein:

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 October 22, 2003, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Teacher at Twin Lakes Elementary School, effective at the close of the workday, October 22, 2003, for: immorality, misconduct in office, and incompetency. 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 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 October 22, 2003, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Daniel J. Epstein, Teacher at Twin Lakes Elementary School, pending the outcome of a hearing, if requested.

PRP:vmb

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