

Office of Professional Standards
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY AND INITIATE
DISMISSAL PROCEEDINGS OF EMPLOYEE PENDING APPEAL
ODELL DOWNER - TEACHER
COCONUT PALM K-8 ACADEMY**

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

On March 13, 2009, the following letter was sent to Mr. Odell Downer:

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 March 25, 2009, that the School Board suspend you without pay and initiate dismissal proceedings against you from your current position as Teacher at Coconut Palm K-8 Academy, effective at the close of the workday, March 25, 2009, for just cause, including, but not limited to: failure to correct noted performance deficiencies within the 90 calendar day performance probation. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.33, 1012.34, and 447.209, Florida Statutes.

If you wish to contest your suspension and dismissal, 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 March 25, 2009, at the close of the workday, the School Board suspend without pay and initiate dismissal proceedings against Mr. Odell Downer, Teacher at Coconut Palm K-8 Academy, pending the outcome of a hearing, if requested.

MTR