

Office of Professional Standards  
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY AND INITIATE  
DISMISSAL PROCEEDINGS OF EMPLOYEE PENDING APPEAL  
OSCAR E. ESTRADA – SECURITY MONITOR  
MIAMI LAKES MIDDLE SCHOOL**

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

On August 26, 2009, the following letter was sent to Mr. Oscar E. Estrada:

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 September 9, 2009, that the School Board suspend you without pay and initiate dismissal proceedings against you from your current position as Security Monitor at Miami Lakes Middle School, effective at the close of the workday, September 9, 2009, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4-1.09, Employee-Student Relationships; 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), 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 September 9, 2009, at the close of the workday, the School Board suspend without pay and initiate dismissal proceedings against Mr. Oscar E. Estrada, Security Monitor at Miami Lakes Middle School, pending the outcome of a hearing, if requested.

MTR