

Office of Superintendent of Schools  
Board Meeting of November 17, 2009

November 3, 2009

Office of Professional Standards  
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY  
OF EMPLOYEE FOR 30 WORKDAYS PENDING APPEAL  
CERESTA SMITH - TEACHER  
MIAMI NORLAND SENIOR HIGH SCHOOL**

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

On November 3, 2009, the following letter was sent to Ms. Ceresta Smith:

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 November 17, 2009, that the School Board suspend you without pay from your current position as Teacher at Miami Norland Senior High School, for 30 workdays, effective at the close of the workday, November 17, 2009, for just cause, including, but not limited to: misconduct in office; and violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties, 6Gx13- 4A-1.213, Code of Ethics, and 6Gx13- 6A-1.112, Acceptable Use Policy for the Internet. 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, 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 November 17, 2009, at the close of the workday, the School Board suspend Ms. Ceresta Smith, Teacher at Miami Norland Senior High School, for 30 workdays without pay, pending the outcome of a hearing, if requested.

MTR

**D-58**