

Freddie Woodson, Deputy Superintendent
District/School Operations

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY AND INITIATE
DISMISSAL PROCEEDINGS OF EMPLOYEE PENDING APPEAL
STEPHAN A. GUY – TEACHER
PINE VILLA ELEMENTARY SCHOOL**

**LINK TO STRATEGIC
FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP**

On March 31, 2011, the following letter was sent to Mr. Stephan A. Guy:

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 April 13, 2011, that the School Board suspend you without pay and initiate dismissal proceedings against you from your current position as Teacher at Pine Villa Elementary School, effective at the close of the workday, April 13, 2011, for just cause, including but not limited to: failure to correct noted performance deficiencies within the 90 calendar day performance probation and incompetency due to inefficiency. This action is taken in accordance with Sections 1001.32 (2), 1012.22(1)(f), 1012.33, 1012.34, and 447.209, Florida Statutes, and State Board Rule 6B-4.009, FAC.

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 April 13, 2011, at the close of the workday, the School Board suspend without pay and initiate dismissal proceedings against Mr. Stephan A. Guy, Teacher, Pine Villa Elementary School, pending the outcome of a hearing, if requested.

FW

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