

Freddie Woodson, Deputy Superintendent
District/School Operations

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY AND INITIATE
DISMISSAL PROCEEDINGS OF EMPLOYEE PENDING APPEAL
CARLOS E. USATORRES – TEACHER
MIAMI SPRINGS MIDDLE SCHOOL**

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

On April 8, 2011, the following letter was sent to Mr. Carlos E. Usatorres:

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 Miami Springs Middle School, effective at the close of the workday, April 13, 2011, for just cause, including, but not limited to: misconduct in office; and violation of School Board Rules 6Gx13- 4-1.09, Employee-Student Relationships; 6Gx13- 4A-1.21, Responsibilities and Duties; 6Gx13- 4A-1.213, Code of Ethics; and 6Gx13- 6A-1.112, Acceptable Use Policy for the Network. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f); 1012.33, and 447.209, Florida Statutes; and State Board Rules 6B-1.001, 6B-1.006, and 6B-4.009, FAC. } Added

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. Carlos E. Usatorres, Teacher, at Miami Springs Middle School pending the outcome of a hearing, if requested.

FW

**Revised
Replacement
D-60**