



Timothy S. Wyrosdick
Superintendent of Schools

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Mission: Preparing Students for Success by Providing a Superior, Relevant Education

September 18, 2019

VIA HAND CERTIFIED MAIL

PERSONAL & CONFIDENTIAL

Mr. Daniel Brothers

Re: Notice of Intent to Recommend Unpaid Suspension

Dear Mr. Brothers:

Pursuant to Section 1012.33(6)(b), Florida Statutes, please be advised that at the October 10, 2019 School Board meeting at 9:00 A.M., I will recommend to the School Board that you be placed on a five (5) day unpaid suspension. If approved by the School Board, the unpaid suspension would begin on Friday, October 11, 2019, and you would return to work on Friday, October 18, 2019.

The proposed action is due to violations of the Principals of Professional Conduct for Educators (Florida Administrative Code Rule 6A-10.081, as defined by Florida Administrative Code Rule 6A-5.056 (2), and (3)), and violations of School Board Policy 6.27* relating to professional ethics and impeding the teacher's responsibility regarding Florida Statute 1012.53 (2) related to recordkeeping. More specifically, as substantiated by witness statements, as well as your own interview statements provided during an investigation of an ethics violation:

1) Failure to prevent a Conflict of Interest

In March 2019 the teacher stated, and you verified that the teacher had been approached by the Assistant Principal's child requesting a "deal" relating to a 1st semester average grade change if they performed well the second semester. According to your statement the teacher stated to you that they felt uncomfortable allowing the student the opportunity to change a grade because the student was the child of an Assistant Principal. Therefore, you had knowledge of the teacher being uncomfortable with the grade change request because the parent was an Assistant Principal. You failed to prevent a conflict of interest by not directing the Assistant Principal to not handle the grade change issue since it involved their child.

DISTRICT 1
Linda Sanborn

DISTRICT 2
C. "Buddy" Hinote

DISTRICT 3
Carol Boston

DISTRICT 4
Jennifer Granse

DISTRICT 5
Wei Ueberschaer

Vision: Our Students Will Be Productive, Successful Contributors to Society

2) Failure to communicate appropriately with subordinates:

Based upon the statement the teacher made to you in March of her being uncomfortable about making a grade change and then in June being approached with a request contrary to what you believed the teacher's decision would be, you failed to consult with the teacher prior to or after the grade change occurred. Your statement indicated that you believed the Assistant Principal would follow school policy regarding grade changes which is how the teacher would have been noticed however, because of prior conversation with the teacher and the fact that it involved a member of administration, a follow up conversation with the teacher should have occurred to ensure that that the Assistant Principal had communicated with the teacher.

Pursuant to Section 1012.33(6)(b), Florida Statutes, should you wish to contest the charges against you, you shall have fifteen (15) days from receipt of this letter in which to submit a written request for a hearing. Any such written request for a hearing should be directed to me. If you do not submit a timely, written request for a hearing to me, you will be deemed to have waived your right to a hearing.

Sincerely,



Tim Wyrosdick
Superintendent

ACKNOWLEDGEMENT:

I have read and received a copy of this letter.



Daniel Brothers

9/18/15
Date

cc: Human Resources, Personnel File