



Timothy S. Wyrosdick  
Superintendent of Schools

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

*September 10, 2019*

**VIA HAND DELIVERY**  
**PERSONAL & CONFIDENTIAL**

James C. Martin

**Re: Notice of Intent to Recommend Unpaid Suspension**

Dear Mr. Martin:

Pursuant to Section 1012.33(6)(a), Florida Statutes, and Santa Rosa County School Board Rule 6.37, please be advised that at the September 26, 2019 School Board meeting at 6:30 P.M. (located at: Woodlawn Beach Middle School) I will recommend to the School Board that you be placed on unpaid suspension for a period of five (5) days. If approved by the School Board, the unpaid suspension would begin on Monday, September 30, 2019, and you would return to work on Monday, October 7, 2019.

The proposed unpaid suspension 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. More specifically, a thorough investigation provided the following evidence:

1. By your own admission, you referenced a colleague and a student by their ethnicity in front of other students. This statement made your colleague feel awkward and caused them to feel concerned for the students in the classroom.
2. Several colleagues stated that you have also referred to this same colleague in terms such as "the teenager", "the girl", and "chick". The employees who heard your use of these descriptive terms took offense to the terminology as well as the way they were uttered as being unprofessional.

While you may not have intended them to be perceived in a negative manner, they were perceived as such and as a professional educator you should have been aware, they could be taken that way.

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*

Ethical Principles:

(1)(b) The educator's primary professional concern will always be for the student and for the development of the student's potential. The educator will therefore . . . seek to exercise the best professional judgment and integrity.

(1)(c) Aware of the importance of maintaining the respect and confidence of one's colleagues, of students, of parents, and of other members of the community, the educator strives to achieve and sustain the highest degree of ethical conduct.

(2)(b)1. Shall take reasonable precautions to distinguish between personal views and those of any educational institution or organization with which the individual is affiliated.

(2)(c)4. Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make reasonable effort to assure that each individual is protected from such harassment or discrimination.

Pursuant to Section 1012.33(6)(a), Florida Statutes, should you wish to contest the charges against you, you shall have fifteen (15) calendar 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.

\_\_\_\_\_  
James Martin

\_\_\_\_\_  
Date

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Date

cc: Human Resources, Personnel File

Mr. Martin chose not to  
sign. CC Camp 9.10.19  
JMB: 9-10-19

