

RE: Teacher Employment Rights

From: Fazzone, Kerr (kerr.fazzone@floridaea.org)

To:

Cc: kevin.daly@floridaea.org

Date: Tuesday, May 13, 2025 at 12:17 PM EDT

Good afternoon

Thank you for your email. I understand how difficult and frustrating this situation must be for you. While I am not in a position to intervene in employment decisions made by the School District of Lee County, I appreciate you taking the time to share your concerns.

If you have not already done so, you may wish to pursue a formal appeal through the District's Human Resources Department or consider consulting with legal counsel who can advise you on any further options available to you.

I wish you the best as you continue seeking resolution.

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From:
Sent: Monday, April 21, 2025 9:44 AM
To: Fazzone, Kerr <kerr.fazzone@floridaea.org>
Subject: Fw: Teacher Employment Rights

[EXTERNAL EMAIL]

Hello Dr. Fazzone,

I am contacting you in response to an email that was forwarded to you by Mr. Kevin Daly on March 25, 2025. The email was in regard to my current employment status with the Lee County School District. In 2019, I was – unfairly – placed on employment restriction simply because I challenged a district policy.

On October 28, 2024, I was terminated from my teaching job at a charter school because they were informed that I was “ineligible for rehire” by the district. I have been trying to get my name off this list since 2022, but LCSD is adamant that they will not remove me from this list.

I am a dedicated & proven math teacher, and I cannot find a teaching job because of the decision of the LCSD. I did not violate any district policy and there is no legitimate reason why I should be on a “no hire” list. The LCSD’s decision to deny me employment is in violation of their responsibility as a publicly funded education provider. During a teacher shortage, when there is a need for math teachers, the LCSD will not hire me – why? The decision is not putting the students of Lee County first – this is a blatant dereliction of duty by the LCSD.

Is there anything you can do to have my name removed from LCSD’s employment restriction list? Any assistance in this matter would be greatly appreciated. Thank you.

----- Forwarded Message -----

From: Daly, Kevin <kevin.daly@floridaea.org>

To:

Sent: Tuesday, March 25, 2025 at 12:54:31 PM EDT

Subject: RE: Teacher Employment Rights

I'm in Tallahassee this week. I have forwarded this to Kerr as well. I know that the district has the ability to develop a "no hire" list. Kerr has much more experience with these types of issues (employment related) than I do, perhaps he can provide insight.

Kevin

Sent from my T-Mobile 5G Device

----- Original message -----

From:

Date: 3/24/25 9:56 AM (GMT-05:00)

To: "Daly, Kevin" <kevin.daly@floridaea.org>

Subject: Re: Teacher Employment Rights

[EXTERNAL EMAIL]

Correction... I lost my teaching job on October 28, 2024 - not 2014. Sorry for the typo.

On Monday, March 24, 2025 at 09:23:35 AM EDT,

Hello Mr. Daly,

This is a follow-up to an email I sent you back on January 13, 2025 (See below for the original email).

I have been trying – for years – to get my name off the “no-hire” list by the Lee County School District. Because of the LCSD decision, I lost a teaching job in October of 2014 and have been denied employment by other [charter] schools since.

I would like to schedule a time to talk to the new superintendent, Dr. Denise Carlin, so I can explain my case and ensure that she is aware of this situation. Is there anything you can do to make this happen? All I want is to get my name off the LCSD “no-hire” list – which I have been unfairly added to.

Thank you for any assistance in this matter.

Respectfully,

On Monday, January 13, 2025 at 06:22:16 PM EST,

On Monday, January 13, 2025 at 05:33:10 PM EST,

Hello Mr. Daly,

I am a former Lee County School District (LCSD) math teacher. I was employed by the district between October 2010 and September 2019. During this time, I was hired at multiple schools and then terminated from these positions simply because it was within my 90-day probation period.

Most recently I was employed as a full-time (hourly) middle school math tutor at Six Mile Charter Academy in Fort Myers. I was hired at the school in August of 2023 and then rehired for the 2024-25 school year. I was in the process of being promoted to full-time (salaried) math teacher in October of 2024, but instead was terminated by the charter school because they were informed by the LCSD that I was not eligible for rehire by the district.

I contacted the Director of Professional Standards on October 28th to explain my situation and to request that I be removed from employment restriction; however, the district has refused to do so. As a result of their decision, I am being denied employment at the charter school. I tried contacting the new superintendent in December, but I never received a response to my email.

I made a commitment to the teaching profession and do not believe I was given a fair chance to succeed. As a first-year teacher, I was terminated within my 90-day probation period because I made a mistake. Rather than training and working with a new teacher, the Director of Professional Standards (in 2010) decided to just terminate my employment. However, I was rehired multiple times [by the district] afterwards at different schools. If I was not good enough to be in a classroom with students in 2010, why was I allowed to work and be in a classroom with students – again and again afterwards?

I believe I was wrongfully terminated by the LCSD and am being denied an opportunity to be a teacher in Lee County. I am considering taking legal action and am inquiring whether public school districts in Florida should be (or are) exempt from the at-will employment law, since public school teachers are considered government employees.

Please see the four (4) attached PDF document files below explaining in detail my work history with the LCSD and the reasons for my terminations & employment restriction:

- a) LCSD Employment History Report (official document from the district)
- b) LCSD Employment History Timeline (my explanation of my employment experience)
- c) LCSD Wrongful Termination (my description of the events that led to my terminations)

d) Employment Reinstatement Letter (sent to LCSD in 2022)

I know I am not currently a member of the teacher's union, but that is because I was never given the opportunity to get past my initial (and subsequent) probation periods. Any advice or suggestions you can provide on this matter would be greatly appreciated.

Thank you in advance.

FEA | 213 S. Adams St. Tallahassee, FL 32301 | 850.201.2800 | Fax 850.222.1840

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