

# The "Reason" Why the LCSD Put Me on Employment Restriction

1	<p><b>The Event:</b></p> <p>On Thursday, September 26, 2019, I had to resign from my full-time teaching job due to health reasons. Before this day, I was a dedicated math teacher and praised by my administrators for my classroom performance. When I resigned, I indicated to my administrator that I wanted to be added back to the sub/guest teacher list... I still wanted to help the students; I just could not do it full-time.</p> <p>However, the administrator did not inform the district of this request; and as a result, I was terminated from the LCSD. When I contacted the LCSD on Tuesday, October 1, 2019 to inquire about being added back to the sub/guest teacher list, I was told that I would need to reapply to the district – this included being re-fingerprinted and providing references. When I asked why I needed to reapply I was told, “because there was a 24hr-break in employment”. According to the LCSD, when there is more than a 24hr-break in employment, the applicant needs to reapply. I disagreed, and challenged this policy.*</p> <p>* Note: When I contacted the FLDOE, they were not aware of this policy. I was told every district has their own employment policies.</p>
2	<p><b>The Response:</b></p> <p>In response to me challenging the 24-hour break in employment policy, the LCSD placed me on “employment restriction”. This decision was made by the then Director of Human Resources because she didn’t like the “tone” of my emails – I used some all-cap words – and she used the excuse of my work history* as a reason for placing me on this restriction.</p> <p>* Note: My work history included multiple probationary releases that were a result of administrators' decisions/opinions... it was never my decision to leave those jobs.</p>
3	<p><b>The Consequence:</b></p> <p>As a consequence of the LCSD’s decision to place me on employment restriction (a no-hire list), I was denied employment as a substitute (guest) teacher for the district for the 2022-23 school year – even during a teacher shortage.</p> <p>On October 28, 2024, I was terminated from my math tutor/teacher job from a local charter school. I was hired by the charter school in August of 2023 as a substitute teacher, then promoted to full-time math tutor a few months later. I was rehired by the charter school for the 2024-25 school year and was in the process of being promoted to full-time math teacher (salaried) when the charter school was informed by the LCSD that I was “not eligible for rehire” by the district. As a result, I was immediately terminated by the charter school.</p> <p>On August 12, 2025, I was informed that I was denied employment as a substitute teacher by Kelly Education (Services) because, “I did not pass district criteria”.</p>

4

### **The Failure(s)**

By placing me on a “no-hire” list (aka: employment restriction), the LCSD has denied Lee County students\* a dedicated and caring math teacher. I had built strong relationships, and trust, with my students and I was “taken away” from them because a LCSD employee had her feelings hurt when I challenged a district policy. One could argue that this is in violation of my 1st Amendment rights of free speech and the right to peaceful protest. The LCSD failed to put the students’ needs first.

The LCSD has also failed to follow Florida statutes regarding employment contracts and professional training. I was never given an opportunity to develop and grow as a teacher. I was hired (and fired) on multiple probationary contracts, which was(is) in violation of F.S. 1012.335. I should have 15 years of teaching experience; but instead, I have zero with the LCSD.

I was also terminated during these probationary contracts based on the opinion of administrators without proper training and support, which is in violation of F.S. 1012.98: School Community Professional Development Act. Administrators chose to back a small percentage of students – who were a classroom distraction – while denying the vast majority of students a teacher whose class they enjoyed and were benefitting from.

\* Charter school students live in Lee County, sometimes go to Lee County public schools, and are the kids of parents that live and work in Lee County.