

Employment Reinstatement Request Letter

[Name Redacted]

Chief Human Resources Officer
School District of Lee County
2855 Colonial Blvd., Fort Myers, FL

June 1, 2022

Hello

I am contacting you regarding my employment status with the Lee County School District.

I was employed by LCSD between 2010-2019. Due to health reasons I had to leave my teaching job in September of 2019. During October of 2019, I exchanged emails with HR staff members regarding my unwanted “termination”. In these emails, I expressed my disagreement with district policies regarding the rehire requirements and the “24-hour break in employment” policy.

Until my health diagnosis in 2019, I was a valued, dedicated and Florida certified middle school math teacher. I worked hard to be an effective teacher and I still feel passionate about the profession and helping kids. Due to the actions and decisions of a few school administrators, I was terminated solely because my employment fell within the 90-day probation period.

During two occasions, the job I interviewed for was NOT the job I was expected to perform. In 2013, I was hired to be a math tutor in a middle school computer lab. During the interview, it was explained to me that the job requirement was to work with students in small groups to improve and reenforce math concepts in order to help students improve their FCAT scores.

I was also told during this interview that there would be other teachers in the classroom. On my first day, I was given class rosters and walked to my classroom. It was a larger classroom divided into two sections – each with 25 computers on rows of tables. I was responsible for one group of 25 students and another teacher was responsible for the other group. I had to take attendance and some how (it wasn’t really explained) give grades to the students.

During my less than three months on the job, the principal changed the requirements for my class. First it was half math concepts and half reading concepts; then, it was lets just focus on reading and then return to math. The principal only cared about improving the students FCAT scores and NEVER came down to the computer lab to check on the progress of the teachers or students.

I never complained and I complied with these changes. While the other older experienced teacher yelled at his students, I always tried to talk to them and explain why they needed to work hard and follow directions. Even though my students liked and appreciated me as their teacher, the principal decided that he “didn’t like the direction of the class” and I was terminated – which I did not think was fair.

Between 2016 - 2018, I was considered a highly effective guest (substitute) teacher and was often preferred by many math teachers because of my classroom management and math subject knowledge. In 2017, I subbed for a 15-year veteran teacher for his 8th grade honors algebra class. During my 6-day assignment covering his class, I had a female student say to me, “ I never had a substitute teacher be stricter than my full-time teacher; but I seem to understand the material better when you teach it”.

In 2018, I was asked by a school administrator to cover the first two weeks of school until the newly hired math teacher’s paperwork went through. I was later asked to take over another math class for the second quarter. During this interview, I was told that it was a 7th grade advanced math class; however, on my first day, I was told that they had moved me to a 7th grade lower-level math class because they thought my strong classroom management could benefit the students.

I accepted the challenge and gave everything I had to help and prepare these students. I have high expectations from my students and many of these students were not used to being held accountable for their education; Even though most of my students were making the effort to improve, a few female students displayed behavior issues and did not want to do the work. As a result, the female administrator decided that I was not a good fit for this class, and I was again terminated within my 90-day probation period.

In 2019 I was hired as a 6th grade math teacher and was praised by my administrators. Unfortunately, I developed a health issue and had to step away from my teaching job. I informed my administrator that I still wanted to be available to help the students and that I wanted to be added back to the sub/guest teacher list. However, the administrator only requested my termination and did not inform the school district of my desire to be added to the sub/guest list.

I have never quit a teaching job and always tried to put the students needs first. I worked hard to be a dedicated teacher and feel I have not been given a fair chance to advance and improve as a teacher. I am respectfully requesting a change to my employment status so I can be added to the sub/guest list for the 2022-2023 school year.

Thank you,