

RE: Employment Reinstatement Request

From: @leeschools.net)
To:
Cc: Superintendent@LeeSchools.net; @LeeSchools.net; @LeeSchools.net
Date: Tuesday, January 21, 2025 at 12:42 PM EST

M

Upon review and guidance from our legal department, you are not eligible for hire/employment with The School District of Lee County, you would be eligible for hire/employment with the Charter schools if they would like to move forward.

Please note that this matter is considered close. Should you retain an attorney, all communication will need to be done via our legal department.

Thank you for your time.



Chief Human Resources Officer
2855 Colonial Blvd, Fort Myers, FL 33966
o: 239-337-8147
f: 239-337-8689
@leeschools.net
www.leeschools.net

THE SCHOOL DISTRICT OF LEE COUNTY



SUNSHINE LAW & PUBLIC RECORDS CAUTION: Most E-mail communications made or received by District staff are considered public records that must be retained and, upon request, made available to the public and media. **There should be no expectation of privacy.**

From:
Sent: Wednesday, January 15, 2025 4:47 PM
To: @LeeSchools.net
Cc: Carlin, Dr. Denise <DeniseMC@LeeSchools.net>; Kevin Daly (Union Rep) <Kevin.Daly@floridaea.org>;
Subject: Re: Employment Reinstatement Request

Caution: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello

Thank you for responding to my email. I am asking the new superintendent to review my employment status.

I do not believe I was treated fairly by the LCSD. As a first-year teacher, I was never given the opportunity to improve as a teacher. I made one mistake (as most first year teachers do) and was terminated at the decision (opinion) of the Director of Professional Standards (in 2010).

If I was not “professional” enough to work in a classroom with students in 2010, why was I rehired multiple times, by different administrators afterwards? My multiple employment separations had nothing to do with my classroom performance. Twice, the job I was required to perform was different than the job I interviewed for. The administrators only terminated my employment because they could – it was within my 90-day probation period.

How is denying students a caring, dedicated, proven math teacher in the best interest of the students? How can you expect to attract and keep quality teachers if the district is not willing to train them? And why will a charter school hire me, but not the LCSD? What do you think the parents of LCSD students will say and think when they find out that during a teacher shortage the LCSD will not employ a dedicated, proven, and certified math teacher?

I highly suggest that Dr. Carlin review my employment history to better understand my situation. 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 am also looking into the legalities of Florida’s at-will employment law as it pertains to public school districts. According to my research, the at-will employment law does not apply to government employees... and a public-school teacher is considered a local government job. (See below.)

[“FLORIDA AT WILL EMPLOYMENT AND YOUR RIGHTS WHEN YOU LOSE YOUR JOB1 Isn’t my employer required to have a good reason for firing me? Generally, no. In Florida, employment is “at will”,

meaning that either the employer or the employee can end the employment relationship at any time without reason unless you have an employment contract or union agreement governing the terms of your employment or work for a government employer.”]

- Source: [Microsoft Word - Web Discharge.doc](#) (found online)

[“Government employees, often called public servants, are individuals employed by local, state, or federal governmental bodies. They serve various roles across various sectors, including health, transportation, law enforcement, and education. Some key characteristics of government employees include employment stability, as they are less likely to face layoffs than private-sector workers. They can also access comprehensive benefits such as pension plans, health insurance, and paid leave.”

“Local Government Employees: At the local level, examples include city planners, who oversee and plan the growth and development of a city, and public school teachers, who educate children within the local school district.”]

- Source: <https://througheducation.com/are-teachers-government-employees>

I think it would be in the best interest of the LCSD if my employment restriction is reversed.

Respectfully,

On Wednesday, January 15, 2025 at 09:14:25 AM EST,
wrote:

[@leeschools.net](#)>

Good day

My name is _____ and I am the Chief Human Resource Officer for The School District of Lee County. I am reaching out to you on behalf of Dr. Denise Carlin, Superintendent, School District of Lee County as you sent her an email on 12/02/2024.

Regarding your employment history and status, you had been employed with the District; your employment resulted in multiple separations and one resignation. The decision was made by the prior administration and Chief Human Resource Officer that you are not eligible for hire/employment with the District due to your work history and interaction with Human Resource staff. You appealed that decision, it was reviewed, and upheld. Most recently you inquired again, and your matter was reviewed. Upon review, the decision that you are not eligible for hire/employment with the District was upheld.

With regard to Charter schools, they do typically reciprocate the decision made the District however, if the Charter schools would like to proceed forward with a hire, they can do so. We, The School District of Lee County, do not have any control over the Charter schools hiring process as they are their own entity.

Even though you are not eligible for hire/employment with The School District of Lee County, you would be eligible for hire/employment with the Charter schools if they wanted to move forward.

I hope this outcome to your matter meets your satisfaction.

All the best to you.



Chief Human Resources Officer

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From:**Sent:** Monday, December 2, 2024 9:24:17 AM**To:** Carlin, Dr. Denise <DeniseMC@LeeSchools.net>; Barham, Catherine <CatherineEB@LeeSchools.net>; Savage, Dr. Kenneth <KennethAS@LeeSchools.net>**Cc:** Dupuy-Bruno, Kathy <kathyd@LeeSchools.net>; Brophy, Benerita <beneritab@LeeSchools.net>**Subject:** Employment Reinstatement Request

Caution: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Ms. Carlin,

Welcome to the Lee County School District. I hope you had a wonderful Thanksgiving holiday.

I wanted to contact you directly to inform you of a pending situation regarding my employment status with the LCSD. Due to a miscommunication (and a difference of opinion) back in October of 2019, I was placed on employment restriction (no-hire) list by the then Director of Human Resources. I do not believe this decision was fair and I have been trying to get my employment status changed since 2022.

In August of 2023, I was hired at a Charter school in Lee County as a substitute teacher, and in November of 2023 I was promoted to full-time math tutor. I was rehired at the same school for the same position for the 2024-25 school year. In October of 2024, I was in the process of being hired (promoted) as a full-time classroom teacher; however, the charter school informed me that they could not keep me employed because of my employment status with the LCSD – I was terminated on October 28, 2024.

I contacted _____ the Director of Professional Standards for the LCSD, to explain my situation and to request a change to my employment status – so I can be rehired at the charter school – but _____ has refused to change my status. His [the LCSD] decision to keep me on the no-hire list has prevented me from obtaining employment as a math teacher in Lee County, and I do not believe this is fair – or legal.

I wanted to give you [the LCSD] the professional courtesy and opportunity to rectify the situation and make things right before I contact the local media and take legal action - please see the email communication thread with _____ below. I have also attached three PDF files (scroll down to the bottom to view) explaining in more detail the situation that led to my employment restriction,

including my employment history with the LCSD. These documents will also act as evidence in my court case – if this goes that far.

I am currently unemployed and will have lost income for the entire 2nd quarter due to this wrong and unfortunate decision – which is why I am seeking a quick resolution to this matter. I am looking forward to hearing from you (or your office) as soon as possible (before Friday, December 6, 2024) to discuss this matter further – mainly, why will a charter school hire me, but not the LCSD?

Thank you and respectfully,

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

From: @leeschools.net

To:

Cc: @leeschools.net; Trent, Cherise <cherisewt@leeschools.net>; Robinson, Jenn <jennar@leeschools.net>; Savage, Dr. Kenneth <kennethas@leeschools.net>; Dupuy-Bruno, Kathy <kathyd@leeschools.net>; Dodig, Robert <robertdo@leeschools.net>; Brophy, Benerita <beneritab@leeschools.net>

Sent: Monday, November 18, 2024 at 12:26:20 PM EST

Subject: RE: Employment History Request

Good afternoon- I provided you information as to making a Public Records Request for the information you are requesting. As stated previously, I acknowledge that I am in receipt of your email; I will not be responding to your email. I have communicated with you regarding your situation and informed you of the outcome. Thank you for your time.

Director, Professional Standards

2855 Colonial Blvd, Fort Myers, FL 33966

o: 239-461-8441

f: 239-335-1507

[@leeschools.net](https://www.leeschools.net)

www.leeschools.net

THE SCHOOL DISTRICT OF LEE COUNTY

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[Link to Customer Service Survey](#)

From:

Sent: Monday, November 18, 2024 12:09 PM

To: @LeeSchools.net

Cc: @LeeSchools.net; Trent, Cherise <CheriseWT@LeeSchools.Net>; Robinson, Jenn <JennAR@LeeSchools.net>; Savage, Dr. Kenneth <KennethAS@LeeSchools.net>; Dupuy-Bruno, Kathy <kathyd@LeeSchools.net>; Dodig, Robert <robertdo@LeeSchools.net>; Brophy, Benerita <beneritab@LeeSchools.net>

Subject: Re: Employment History Request

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M

YOU are making the decision not to remove my employment restriction; therefore, I want YOU to tell me why I was terminated from my past LCSD jobs. What were the reasons each administrator terminated my contract? Or don't you know? And why was I allowed employment by the district multiple times after these terminations?

The fact is, my work history has nothing to do with my employment restriction. I would have been rehired as a substitute (guest) teacher if I had just agreed to the rehiring process after my 24-break in employment in September of 2019. So again, the ONLY reason I was (am being) denied employment by the LCSD is because I challenged a district policy... which is in violation of my 1st Amendment rights - freedom of speech and the right to protest.

Why won't you - or the LCSD - answer the questions (in my precious email) regarding my employment restriction? Could it be that you know I am right and you (the LCSD) is wrong?

On Monday, November 18, 2024 at 11:16:54 AM EST,
wrote:

[@leeschools.net](mailto:)>

Good morning- You can make a public records request for this information, here is the link:
https://www.leeschools.net/our_district/departments/communications_and_governmental_relations.

Thanks.

Director, Professional Standards

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f: 239-335-1507

[@leeschools.net](mailto:)

www.leeschools.net

THE SCHOOL DISTRICT OF LEE COUNTY

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[Link to Customer Service Survey](#)

From:

Sent: Monday, November 18, 2024 11:11 AM

To: [@LeeSchools.net](mailto:)

Cc: [@LeeSchools.net](mailto:); Trent, Cherise <CheriseWT@LeeSchools.Net>;
Robinson, Jenn <JennAR@LeeSchools.net>; Savage, Dr. Kenneth <KennethAS@LeeSchools.net>;
Dupuy-Bruno, Kathy <kathyd@LeeSchools.net>; Dodig, Robert <robertdo@LeeSchools.net>; Brophy,
Benerita <beneritab@LeeSchools.net>

Subject: Employment History Request

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M

Can you please send me a copy of my work history at Lee County School District. Please include a) dates of employment, b) locations of employment, and c) reasons for break of employment for each location. You can send this information via electronically or by mail at the address below.

Thank you,

On Tuesday, November 12, 2024 at 10:07:24 AM EST,

> wrote:

That's fine. I contacted your legal department regarding this matter.

On Monday, November 11, 2024 at 06:06:57 PM EST,

[@leeschools.net](mailto:)> wrote:

Good afternoon- I wanted to acknowledge that I am in receipt of your email; I will not be responding to your email. I have communicated with you regarding your situation and informed of the outcome. Thank you for your time.

Director, Professional Standards

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f: 239-335-1507

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[Link to Customer Service Survey.](#)

From:

Sent: Monday, November 11, 2024 3:58 PM

To: [@LeeSchools.net](mailto:)

Cc: [@LeeSchools.net](mailto:); Trent, Cherise
<CheriseWT@LeeSchools.Net>; Robinson, Jenn <JennAR@LeeSchools.net>; Savage, Dr.
Kenneth <KennethAS@LeeSchools.net>

Subject: Re: Employment Status Change - Rehire Request

Caution: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

M

Sorry to hear that this is your decision. This is unfortunate for the Lee County School District.

Can you please confirm the following statements regarding the Lee County School District's decision to deny my employment reinstatement request.

- 1) The only reason I was put on employment restriction by LCSD in 2019 is because a school board member did not like my "tone" in regards to email exchanges I sent disputing a school policy involving employment separation.

2) The only reason my current request (on October 28 & November 9, 2024) is being denied, is again, because of my “tone” in my conversations – both by phone and via email.

3) The fact that I provided “demands” on your response to my request and presented a possible consequence based on your response was deemed inappropriate for employment at LCSD. The “demand” being a timely response (aka. a deadline) and the consequence being legal action towards the district. (*BTW, providing due dates and consequences are what good teachers do.)

4) The decision to restrict my employment with LCSD has nothing to do with my behavior or performance within the classroom environment, or my interaction with students. (*Note: Most of the teachers I’ve worked with enjoyed having me on staff and appreciated my knowledge of math concepts. About 90% of the students I taught enjoyed and valued my teaching style.)

5) The decision to restrict my employment with LCSD will result in Lee County students not having a dedicated and certified math teacher – even during a teacher shortage. This decision will also create more work and stress for other teachers who may not have the same math knowledge background. The LCSD is ok with both of these scenarios. (* I was also denied employment in October of 2022 after hurricane Ian.)

6) The LCSD does not value their teachers and expects them to be obedient to “the LCSD way”. Teachers are not allowed to be human or show emotion. A teacher for the LCSD is not allowed to exercise their 1st Amendment right to protest a policy because that type of response is deemed “inappropriate” for employment within the district.

7) The administrators within the LCSD have a habit of hiring teachers, misleading them during the interviewing process, changing the position or job expectations, then terminating their employment within the 90-day probation period just because they can. (*or did this just happen to ME – twice, in 2012 and 2018.)

8) The LCSD (and the FLDOE) will take a person’s money in the form of teaching degrees & certifications (including course tuition, books, and subject area exam fees), but will not hire them or keep them employed even though the person has made the investment and commitment to the education profession.

9) The LCSD understands, and accepts, the legal consequences that will result from denying my employment reinstatement request. The legal

consequences may include litigation for wrongful termination; as well as the collection of lost wages accrued during a several year period – from December 2012 to 2024; as well as future lost wages due to the employment restriction.

Can you please respond to (confirm) these statements by November 26, 2024 (before the Thanksgiving holiday).

Thank you.

On Saturday, November 9, 2024 at 02:59:51 PM EST,
< @leeschools.net> wrote:

Good afternoon Upon reviewing your matter and employment history, the decision has been made to uphold the restriction.

Charter schools would reciprocate the decision made by the District however, if they choose to hire an individual they can. It appears, based on your statement, they chose to hire you in August of 2023. My office was contacted by the charter school for background information regarding your District employment history due to a recent performance issue. If you have any questions as to why you were permitted to be hired by the charter system/school in 2023 and not now, I advise you to take that matter up with them.

Please also note that the tone and action during our conversation on the phone and the tone in your emails, the demands, and being put on notice with regard to legal consequences and contacting the media are not respectful and not indicative of someone seeking employment/inquiring that their restriction to be considered/lifted.

I know this is not the outcome you had hoped for. I wish you nothing but the best moving forward. Thank you for your time.

Director, Professional Standards

2855 Colonial Blvd, Fort Myers, FL 33966

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www.leeschools.net

THE SCHOOL DISTRICT OF LEE COUNTY

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From:

Sent: Thursday, November 7, 2024 2:33 PM

To:

Cc: [@LeeSchools.net](#); Trent, Cherise

<CheriseWT@LeeSchools.Net>; Robinson, Jenn <JennAR@LeeSchools.net>; Savage, Dr.

Kenneth <KennethAS@LeeSchools.net>

Subject: RE: Employment Status Change - Rehire Request

Good afternoon- With all due respect, when you and I spoke prior I informed that the restriction would not be lifted due to your prior history with the District and your restriction coming from the previous Chief of Human Resources. You asked that the matter be looked into again to which I stated I would, and it is currently under review. Once a determination is made, you will be informed. You are more than welcome to contact the news if you feel that is warranted. If you choose to hire an attorney, please let me know as all communication with me will end and moving forward communication will need to occur with your attorney and our legal department.

I will be in touch once a determination is made. Thank you for your time.

Director, Professional Standards

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[Link to Customer Service Survey](#)

From:

Sent: Thursday, November 7, 2024 1:45 PM

To: @LeeSchools.net>

Cc: @LeeSchools.net>; Trent, Cherise

<CheriseWT@LeeSchools.Net>; Robinson, Jenn <JennAR@LeeSchools.net>; Savage, Dr. Kenneth <KennethAS@LeeSchools.net>

Subject: Re: Employment Status Change - Rehire Request

Caution: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon

Just wanted to send you a reminder that the district has until tomorrow Friday, November 8th to make a decision on my removal from LCSD no-hire list. It has been two weeks, and I need a paycheck. This should not be a difficult decision... I am not even applying to work at the district. Your reluctance to remove me from the list is costing me money and starting to affect my health. If I do not hear from you (the district) by the end of day tomorrow, I will be contacting Wink news regarding your hiring practices and will be hiring a lawyer for lost wages.

On Tuesday, November 5, 2024 at 05:27:31 PM EST,

@leeschools.net> wrote:

Good afternoon- Your matter is still under review. Once a determination is made, you will be informed.

Thanks.

Director, Professional Standards

2855 Colonial Blvd, Fort Myers, FL 33966

o: 239-461-8441

f: 239-335-1507

[@leeschools.net](mailto:leeschools.net)

www.leeschools.net

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[Link to Customer Service Survey](#)

From:

Sent: Tuesday, November 5, 2024 1:49 PM

To: [@LeeSchools.net](mailto:leeschools.net)

Cc: [@LeeSchools.net](mailto:leeschools.net); Trent, Cherise

<CheriseWT@LeeSchools.Net>; Robinson, Jenn <JennAR@LeeSchools.net>; Savage, Dr. Kenneth <KennethAS@LeeSchools.net>

Subject: Re: Employment Status Change - Rehire Request

Caution: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello

I am writing you in response to my last email and our phone conversation last week (Oct. 29th) regarding having my name removed from LCSD no-hire list.

I just talked to the HR department for Charter Schools USA, and according to them they do not hire anyone who is on a no-hire list from any school district. According to our conversation, you stated that being on LCSD no-hire list should not prevent a charter school from hiring me... this statement is obviously not correct.

I am respectfully asking you again to please remove my name from the LCSD no-hire list so I can be rehired back at Charter Academy – where I have been teaching middle school math since August of 2023.

I need the above listed job. I am 53 and am not qualified to do anything else. Being a math teacher is what I know and what I am good at. Without this job, I will not be able to pay my bills and will be forced to sell my townhouse. These past few weeks have been very stressful.

Let this email act as documentation for my request for my removal from LCSD no-hire list. Also, let this email act as acknowledgment – and acceptance – of legal consequences brought towards the LCSD for wrongful termination and lost wages if my request is denied.

I look forward, and hope, for a quick resolution to this matter. Please respond to this email before the end of day on Friday, November 8, 2024.

Thank you.

On Monday, October 28, 2024 at 12:13:57 PM EDT,
wrote:

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. Until my health diagnosis, 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.

I have never quit a teaching job and always tried to put the students' needs first. I do not feel I was given a fair chance to advance and improve as a teacher within the district. I applied to be added to the LCSD Sub/Guest teacher list in October of 2022 – after Hurricane Ian – but was denied due to my employment status with the school district.

As of August of 2023, I have been employed at Charter Academy (Charter School USA) in Fort Myers as a full-time middle school math teacher/tutor. I was in the process of getting hired full-time when it came to their attention that I was on a no-hire list within LCSD – which led to my termination.

I am respectfully requesting a change to my employment status so I can be rehired at the above listed charter school. Please see the attached "Employment Reinstatement Letter" which explains in detail my employment history as a middle school math teacher in Lee County. (This letter was originally sent to in 2022.)

Thank you,