

Fw: School District Violating Florida Statutes

From:

To: david.chappell@fldoe.org

Cc: ryan.petty@fldoe.org; grazie.christie@fldoe.org; layla.collins@fldoe.org; daniel.foganholi@fldoe.org;
marylynn.magar@fldoe.org

Date: Tuesday, January 20, 2026 at 01:35 PM EST

Hello Mr. Chappell,

I wanted to follow-up on an email that I sent you back on June 23, 2025 regarding teacher employment rights as it relates to public school district employment policies.

On January 13, 2026, I contacted members of the Florida State Board of Education (via email – see below) about potential statute violations by the School District of Lee County in Fort Myers. I asked the State Board some questions regarding the legal responsibilities of a Florida public school district as it relates to hiring & employment policies towards teachers.

I would like some clarification, and the justification, for the hiring and termination decisions made by the School District of Lee County. I look forward to hearing from you, your department, or a member(s) of the State Board regarding this matter – either via email or phone. Thank you.

Respectfully,

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

From:

To: Ryan.Petty@fldoe.org <ryan.petty@fldoe.org>; Grazie.Christie@fldoe.org <grazie.christie@fldoe.org>; Layla.Collins@fldoe.org <layla.collins@fldoe.org>; Daniel.Foganholi@fldoe.org <daniel.foganholi@fldoe.org>; MaryLynn.Magar@fldoe.org <marylynn.magar@fldoe.org>

Sent: Tuesday, January 13, 2026 at 02:40:56 PM EST

Subject: School District Violating Florida Statutes

To the Florida State Board of Education,

I have a few questions:

1) Are public school districts legally required to follow Florida statutes? Who holds public school districts accountable when they violate Florida statutes? What - if any – are the penalties for a school district that violates Florida statutes?

2) How many probationary contracts are public school districts allowed to offer [and hire] to the same individual teacher? Are my district contracts with... a) the school board, b) district personnel, or c) school administrators?

3) Are there any limitations as it relates to terminating a new [first year] teacher during their initial probationary period/contract? To what extent are first year teachers “at-will” employees? Are school districts required to provide training to their [newly hired] teachers?

4) Can school administrators and/or district personnel (ex/ Professional Standards, Human Resources) terminate a teacher from the ENTIRE district, without any input from the district school board? Who actually has [should have] the authority to terminate a public-school teacher?

5) Can a public school district deny a Florida certified teacher (who passes their background check) employment to a temp company that the district uses for their substitute teachers?

I believe the Lee County School District (LCSD) in Fort Myers is/ has violated Florida statutes involving; a) probationary contracts [F.S. 1012.335 (1)(c) & (2)(a)], and b) professional development [F.S. 1012.98 (3)(c): the School Community Professional Development Act]. I feel the LCSD has misused probationary contracts and abused the “at-will” employment policy. I also believe they may be in dereliction of duty in regard to their responsibilities to their teachers and students.

I was rehired by the LCSD on multiple (3) probationary contracts AFTER I completed an annual contract. I was then terminated from the district twice by school administrators – different schools and school years – simply because I was still in my “probationary period”; I was deemed an “at-will” hire. I was then placed on employment restriction by the Director of Human Resources because I disagreed with their 24-break in employment policy and because of my multiple probationary releases – which were not my decision.

In October 2024, I was terminated from my full-time math teacher/tutor job (hourly) from a charter school – a job that I had since August 2023 – solely because I was “not eligible for rehire” by the LCSD. This resulted in Lee County students losing a dedicated math teacher that they liked and respected. In August of 2025, I was denied employment by Kelly Education (Services) because “I did not pass district criteria” – whatever that means.

I feel I am being unfairly denied employment as a Lee County teacher. There is more to my employment history with the Lee County School District... I should have a 15-year teaching career, but instead, I have zero with the district. I feel I have been denied a teaching career (including financial losses) because of the “shady” hiring policies and decision-making of the LCSD. I feel I was never given the opportunity (allowed) to grow and develop as a teacher. What rights do I have as a Florida educator/teacher?

Please see the two (2) attached PDF files: a) Official District Employment Report, and b) my detailed LCSD Employment History. Any feedback/information regarding this situation would be greatly appreciated. Thank you.

Respectfully,