



Pasco County Schools

Kurt S. Browning, Superintendent of Schools
7227 Land O' Lakes Boulevard • Land O' Lakes, Florida 34638

Office for Employee Relations

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Letter of Transmittal

Date: May 29, 2015

To: Christine Pejot, Esq., Director, Office for Human Resources and Educator Quality

Re: **Dean Liptak, Teacher, Fivay High School**

We are sending you:

- Notification of Non-Reappointment
- Letter of Resignation
- Letter of Suspension
- Letter of Termination

These are transmitted:

- For placement in official personnel file
- For Submission to the Board on: 6/2/15

Comments:

Please process the attached recommendation for suspension without pay letter dated May 5, 2015 to Dean Liptak for the June 2, 2015 School Board meeting.

Thank you for your assistance.

Signed: Tom Neesham, Supervisor
Office for Employee Relations



Pasco County Schools

Kurt S. Browning, Superintendent of Schools
7227 Land O' Lakes Boulevard • Land O' Lakes, Florida 34638

May 5, 2015

Dean Liptak
Science Teacher
Fivay High School

Re: Formal Letter of Reprimand and Recommendation for Five (5) Days Suspension Without Pay

Dear Mr. Liptak:

This letter will serve to officially notify you that I will recommend to the School Board that you be suspended without pay for five (5) days as a result of you bringing a cell phone jammer on to school property causing cell tower disruptions over the course of three days.

Once these concerns were reported, the District began an investigation. On April 15, 2015 you met with Tom Neesham, Supervisor for Employee Relations, and your Principal Angie Stone to discuss the incident regarding the cell jammer that was located within your classroom. You admitted to bringing the jammer on to school grounds and activating it in your class during the dates of March 31, 2015 through April 2, 2015. You indicated your purpose was to prevent students from having the ability to access the use of cell phones in your classroom during class instruction. You also advised that you never meant to cause problems; further stating, "I wanted to fix the cell phone problem in my class," and further advising that you "were under the impression jammers were permitted as long the intention was not meant for malicious purpose."

Mr. Liptak, not only did your actions potentially violate federal law, you posed a serious risk to critical safety communications as well as the possibility of preventing others from making 9-1-1 calls. Mr. Neesham explained your lack of judgment in this situation could have led to substantial monetary penalties and criminal sanctions including imprisonment. Due to the illegal nature of having a jammer in your possession, you were advised by Mr. Neesham to promptly dispose of the device by handing it over to a local law enforcement agency. I am also concerned that this is the second time you have been spoken to regarding your lack of judgment. It was also brought to my attention that you received a letter from your administration on January 28, 2013, addressing concerns about poor judgment you made with regard to creating an instructional worksheet containing inappropriate content that you were using with your students.

Mr. Liptak, after considering the information presented to me and assessing its credibility, I conclude that your actions were inappropriate for an employee of Pasco County Schools. Specifically, your actions violate The Code of Ethics of The Education Profession in Florida, State Board of Education Rule 6B-1.001 (2) which reiterates the educator's primary professional

concern will always be for the student and for the development of the student's potential; The educator will therefore strive for professional growth and will seek to exercise the best professional judgment and integrity. Additionally, I have concluded that you violated 6B-1.001 (3) Principles of Professional Conduct for the Education Profession in Florida, which reiterates the importance of maintaining the respect and confidence of colleagues, students, parents, and other members of the community and to strive to achieve and sustain the highest degree of ethical conduct.

Accordingly, I will recommend to the School Board at its June 2, 2015 meeting, that you be suspended without pay for five (5) days, to be selected by your administration. If you would like to discuss this matter with me prior to my recommendation, please contact Tom Neesham, Supervisor of the Office for Employee Relations, by calling 813-794-2385.

Whether or not you elect to schedule a time to meet to discuss my recommendation, please note that the timeline for any appeal you may wish to file is in effect upon your receipt of this letter. If you want to appeal the recommendation for your suspension, you have fifteen (15) calendar days from receipt of this letter to file a written request for an appeal hearing before the School Board.

Any request for an appeal with the Superintendent is to be in writing and mailed or delivered to:

Kurt Browning, Superintendent
Employee Relations Department
District School Board of Pasco County
7227 Land O' Lakes Boulevard
Land O' Lakes, FL 34638

I trust you understand the seriousness of this situation and will act responsibly and appropriately in order to serve the students of our District. As a teacher, and School Board employee, it is your obligation to behave consistent with that of a professional educator. You must be able to exercise sound judgment and decision making as part of your daily routine.

Please be advised that this letter will serve as a last chance agreement for your employment with the District. If similar behavior regarding poor judgment happens again, after investigation, a recommendation for the termination of your employment will be sent to the Board.

Finally, this letter will also serve as notice that I will report this incident to the Florida Department of Education's Office of Professional Practices Services. This obligation is outlined in Florida Statute 1012.796, and applies to any employee who holds a teaching certificate. A copy of this report will be provided to you.

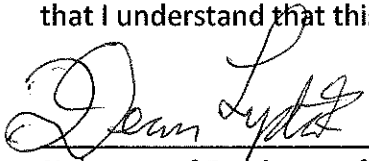
Sincerely,



Kurt Browning
Superintendent

Cc: Original – Personnel File
Raymond E. Gadd Jr., Deputy Superintendent
Kevin Shibley, Esq., Assistant Superintendent for Administration
Todd Cluff, Area Superintendent Northwest Region
Peggy Jones, Ph.D., Director, Office for Accountability, Research and Measurement
Elizabeth Kuhn, Esq., Director of the Office for Employee Relations
Angie Stone, Principal, Fivay High School

My signature indicates that I received this letter and understand that any written statement I wish to make regarding this letter will be attached to the copy filed in my official personnel file located in the Office for Human Resources and Educator Quality. My signature also indicates that I understand that this letter is subject to disclosure under Florida public record laws.



Signature of Employee of Witness

5/12/2015
Date

This document is subject to review under provisions of F.S. 1012.31 and 119.07.