

SUMMARY EXPLANATION AND BACKGROUND

On or about August 8, 2018, the first day of the new school year for teachers, DIANE LOUISE NEVILLE (hereinafter “D.N.”) notified Gulfstream Academy of Hallandale Beach, (hereinafter “Gulfstream”) that she was not coming to work because her car had been run off the road in Punta Gorda, Florida. Two days later, on or about August 10, 2018, D.N. again reported that she was not coming to work because her son’s home in West Park, Florida, where she also lived, had been broken into and ransacked. The following Monday, on or about August 13, 2018, D.N. reported that she slipped and fell on some water in her classroom and was thereafter transported to the hospital and released the same day. D.N. brought her “service dog” to school upon her return but did not have the required documentation for a service dog. D.N. told Gulfstream that her homes in both Panama City and West Hollywood, Florida, had been invaded by crack addicts and criminals, rendering her homeless. D.N. declined mental health counseling from Gulfstream when offered. D.N. continued to make outlandish statements about her personal life and displayed erratic behavior as witnessed by school administration and staff. On or about August 21, 2018, the School Board notified D.N. to report to a Fitness for Duty Conference for which she failed to appear. On or about August 23, 2018, the School Board notified D.N. to submit to a Fitness for Duty psychological evaluation. On or about August 31, 2018, D.N. selected Dr. Wernick for the Fitness for Duty evaluation, which was scheduled for September 17, 2018. D.N. failed to show for the scheduled Fitness for Duty examination.

This recommendation is part of progressive discipline. On December 12, 2017, the School Board imposed a 10-day suspension without pay to include a fitness for duty evaluation within the next 30 days after D.N. threatened various School Board employees as well as her Union to “resort to extreme violence”.

The Administrative Counsel prepared the Administrative Complaint and notice was personally served on D.N. on November 15, 2018, that a recommendation for her termination and suspension without pay will be presented to the School Board on December 4, 2018, so that her deadline for requesting hearing will expire prior to the Board meeting. Staff will advise the School Board whether a hearing has been requested no later than by the start of the Board meeting on December 4, 2018.