

**BEFORE THE DISTRICT BOARD OF TRUSTEES
VALENCIA COLLEGE, FLORIDA**

SANFORD C. SHUGART, Ph.D., as
President of Valencia College,

Petitioner,

File No.17-01

v.

LUIS SALAS (a/k/a LUIS SALAS RIVERA),

Respondent.

**NOTICE OF PROPOSED TERMINATION
AND PLACEMENT ON ADMINISTRATIVE LEAVE WITHOUT PAY**

Respondent, Mr. Luis Salas (a/k/a Luis Salas Rivera), is hereby notified of that the District Board of Trustees of Valencia College, Florida (the "Board") has accepted President Sanford C. Shugart's Petition and Request for Interim Relief seeking Respondent's termination of your employment as a Tenured Professor of Graphic Design, and has placed Respondent on administrative leave without pay pending final action on the President Shugart's Petition, subject to the hearing rights below. (See Exhibit A – Resolution of the Board of Trustees).

NOTICE TO RESPONDENT OF HEARING RIGHTS

To: Mr. Luis Salas:

You are hereby notified that you have a right to a public hearing on your proposed dismissal in accordance with the policies and procedures of the Valencia College (hereinafter "College"). You are also hereby notified that you have a right to an expedited, informal hearing regarding your placement on administrative leave without pay in accordance with the policies and procedures of the Board. You have already requested a hearing on the proposed termination; however, if you wish a

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public hearing regarding the placement on unpaid administrative leave, you must so notify the Board in writing within twenty-one (21) days after the date of service of a copy of this Notice upon you. Upon receiving such a request for hearing, the Board will within fifteen (15) days notify you of the time and place of the public hearing and will give you that notice at least fourteen (14) days in advance of the hearing date.

With respect to your proposed termination, any hearing shall be conducted in accordance with Chapter 120, Florida Statutes, and in the Model Rules of Administrative Procedures, Chapter 28-106, Florida Administrative Code. As to your placement on administrative leave without pay, you may request an expedited, informal hearing pursuant to the College's policies and procedures. If you fail to request a public hearing, you may be deemed to have waived your right to such.

With respect to any hearing on either your proposed termination or your placement on administrative leave without pay, Lew Oliver will preside as the hearing officer. Mr. Oliver shall set a hearing date for the hearing in accordance with the deadlines above.

The Board's special counsel is Mr. Michael Mattimore and his address and telephone number is 906 North Monroe Street, Tallahassee, Florida 32303, (850) 561-3503.

Your attention is invited to Sections 120.569 and 120.57(1), Florida Statutes, Chapter 28, Florida Administrative Code, Rule 6A-14.0411(5)(a) and College Policy 6Hx28:3F-03 for additional information concerning the hearing procedure and rules, and your rights with regard thereto.

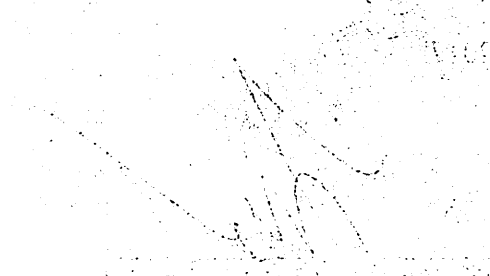
The undersigned certifies that a copy of this Notice of Proposed Termination and Notice to Respondent of Hearing Rights was served upon counsel for Respondent on the 6th day of February, 2017.



District Board of Trustees
Valencia College, Florida

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VALENCIA COLLEGE DISTRICT BOARD OF TRUSTEES
RESOLUTION RE: LUIS SALAS; FILE NO. 17-01


BE IT RESOLVED:

WHEREAS Sanford C. Shugart, Ph.D., as President of Valencia College has presented a Petition and Request for Interim relief seeking Professor Luis Salas' dismissal as a Tenured Professor of Graphic Design.

WHEREFORE, the Valencia College District Board of Trustees hereby adopts the following:

1. President Shugart's Petition and Request for Interim Relief seeking Professor Salas' dismissal as a Tenured Professor of Graphic Design is accepted;
2. Professor Salas has requested a public hearing pursuant to College Policy 6Hx28:3F-03 and the Notice of Hearing Rights. Lew Oliver is hereby appointed as the hearing officer, and shall preside over the hearing and any related proceedings.

Dated this ^{6th} ~~8th~~ day of February, 2017.



District Board of Trustees
Valencia College, Florida

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