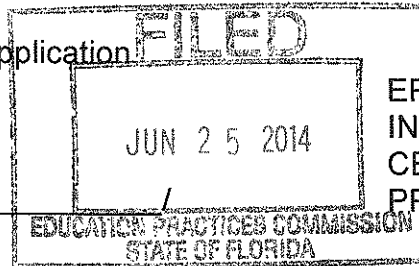




## Before the Education Practices Commission of the State of Florida

*IN RE* The Denial of the Application  
for Teacher's Certificate of:

FLAVIA GUSMAO



ERC CASE N<sup>o</sup>: 14-0153-D  
INDEX N<sup>o</sup>: 14-248-AS  
CERTIFICATE N<sup>o</sup>: 1231717  
PPS N<sup>o</sup>: 134-1385-LA

### Final Order

Flavia Gusmao, applied for a Florida educator's certificate and that application was denied. The Commissioner of Education has filed a Notice of Reasons stating the reasons for denial of the certificate.

Applicant and the Commissioner of Education have entered into a Settlement Agreement for resolution of this cause. The Settlement Agreement and the Notice of Reasons are attached to and made a part of this Final Order.

A Teacher Panel of the Education Practices Commission met on June 20, 2014, in Jacksonville, Florida. The Commission accepts the Settlement Agreement as the appropriate resolution of this cause.

It is therefore ORDERED that the Settlement Agreement is hereby ACCEPTED and Respondent shall comply with its terms and conditions.

This Order becomes effective upon filing with the Clerk of the Commission.

DONE AND ORDERED, this 20<sup>th</sup> day of June, 2014.

  
MARK STRAUSS, Presiding Officer


COPIES FURNISHED TO:

Bureau of Professional Practices  
Bureau of Teacher Certification  
*Florida Administrative Law Reports*  
Superintendent  
Brevard County Schools  
2700 Judge Fran Jamieson Way  
Viera, FL 32940-6699  
Assistant Superintendent  
Human Resources  
Brevard County Schools  
2700 Judge Fran Jamieson Way  
Viera, FL 32940-6699  
Lynette Norr  
Assistant Attorney General  
Probation Office

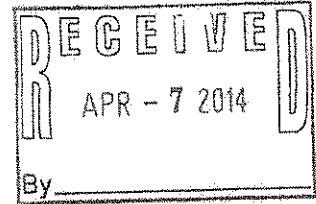
**NOTICE OF RIGHT TO JUDICIAL REVIEW**  
A PARTY WHO IS ADVERSELY AFFECTED BY THIS FINAL ORDER IS ENTITLED TO JUDICIAL REVIEW PURSUANT TO SECTION 120.68, FLORIDA STATUTES. REVIEW PROCEEDINGS ARE GOVERNED BY THE FLORIDA RULES OF APPELLATE PROCEDURE. SUCH PROCEEDINGS ARE COMMENCED BY FILING ONE COPY OF A NOTICE OF APPEAL WITH THE EDUCATION PRACTICES COMMISSION AND A SECOND COPY, ACCOMPANIED BY FILING FEES PRESCRIBED BY LAW, WITH THE DISTRICT COURT OF APPEAL, FIRST DISTRICT, OR WITH THE DISTRICT COURT OF APPEAL IN THE APPELLATE DISTRICT WHERE THE PARTY RESIDES. THE NOTICE OF APPEAL MUST BE FILED WITHIN THIRTY (30) DAYS OF RENDITION OF THIS ORDER.

**CERTIFICATE OF SERVICE**

I HEREBY CERTIFY that a copy of the foregoing Order was mailed to Flavia Gusmao, [REDACTED] Orlando, Florida 32826, by Certified U.S. Mail and by electronic mail to Paul Rendleman, Assistant General Counsel, Suite 1232, Turlington Building, 325 West Gaines Street, Tallahassee, Florida 32399-0400 this 25<sup>th</sup> day of June, 2014.

  
\_\_\_\_\_  
Gretchen Kelley Brantley, Clerk  
Education Practices Commission

STATE OF FLORIDA  
EDUCATION PRACTICES COMMISSION



In re: The Denial of the  
Application for Teacher's  
Certificate of:

CASE NO. 134-1385-LA

FLAVIA GUSMAO.  
\_\_\_\_\_ /

SETTLEMENT AGREEMENT

Petitioner, FLAVIA GUSMAO, and Respondent, the Commissioner of Education, hereby stipulate and agree as follows:

1. **Application.** Petitioner applied for a Florida educator's certificate, which Respondent denied by Notice of Reasons previously filed herein.
2. **Allegations.** Petitioner neither admits nor denies, but elects not to contest the allegations set forth in Respondent's Notice of Reasons, which are incorporated herein by reference.
3. **Certificate.** Respondent agrees to issue a certificate to Petitioner for which she is otherwise qualified, subject to the restrictions and conditions set forth in this Settlement Agreement.
4. **Letter of Reprimand.** Petitioner agrees to accept a letter of reprimand, a copy of which shall be placed in her certification file with the Department of Education and a copy of which shall be placed in her personnel file with the employing school district.
5. **Probation.** Petitioner agrees that she shall be placed on probation for a period of one (1) employment year. If Petitioner is currently employed in a position requiring a Florida educator's certificate, probation shall begin upon the issuance of the Final Order by the Education Practices Commission (EPC) provided the EPC has accepted this Settlement Agreement. If Petitioner is not currently employed in a position requiring a Florida educator's certificate, probation shall begin upon her re-employment in such a position. In the event Petitioner's employment is interrupted for any reason prior to the expiration of probation, the probation shall be tolled until Petitioner resumes employment in a position requiring a Florida educator's certificate. As conditions of probation, Petitioner:

a. shall immediately contact the Office of Professional Practices Services (PPS) upon employment in Florida in a position requiring a Florida educator's certificate or upon termination from such a position. If currently employed in such a position, Petitioner shall contact the PPS within ten (10) days of the issuance of the Final Order accepting this Settlement Agreement and Petitioner shall provide the PPS with the name and address of her work site as well as the name, address and telephone number of her immediate supervisor;

b. shall make arrangements for her immediate supervisor to provide the EPC with a true and accurate copy of each written annual performance evaluation or assessment prepared by her supervisor within ten (10) days of its preparation;

c. shall pay to the EPC \$150.00 within the first six (6) months of each probation year to defray the costs of monitoring probation;

d. shall, within the first year of probation, take a 3-credit hour college level course in the area of Ethics. The class may be taken in person, or from an accredited on-line source, and Petitioner shall submit an official college transcript verifying successful completion of same with a grade of "B" or higher to the Department of Education;

e. shall violate no law and fully comply with all district school board regulations, school rules, and State Board of Education Rule 6A-10.081; and

f. shall satisfactorily perform her duties in a competent, professional manner.

6. **Fine.** Petitioner agrees to pay a fine in the amount of \$500.00 to the EPC within one (1) year of the date of the Final Order accepting this Settlement Agreement.

7. **Violation.** In the event Petitioner fails to comply with each condition set forth herein, she agrees that Respondent shall be authorized to file an Administrative Complaint or a Notice of Violation with the EPC seeking sanctions against her Florida educator's certificate up to and including permanent revocation of her Florida educator's certificate and a permanent bar from re-application for a Florida educator's certificate, based upon the violation of the terms of this Settlement Agreement.

8. **Costs and Fees.** Petitioner agrees that any costs associated with the fulfillment of the terms of this Settlement Agreement shall be her sole responsibility. These costs include, but are not limited to, those associated with the Recovery Network Program (RNP) and Probation, if applicable. The probation monitoring fee shall be held in abeyance if Petitioner is not employed as an educator pursuant to the terms of the Probation.

9. **Force and Effect.** This Settlement Agreement constitutes an offer of settlement of disputed issues of material fact until accepted and executed by all parties. The Settlement Agreement is void and has no force or effect unless executed by all parties and accepted by the

EPC. If the Settlement Agreement is not accepted and executed by all parties, the terms herein shall be inadmissible in any subsequent formal or informal administrative hearing or in any other legal action between the parties.

10. **Notice of "Three Strikes" Provision.** Petitioner is hereby put on notice that Section 1012.795(6)(b), Florida Statutes (2004), provides for permanent revocation of an educator's certificate under certain circumstances when the educator's certificate has been sanctioned by the Education Practices Commission on two (2) previous occasions.

11. **Waiver of Rights.** Petitioner understands provisions of this Settlement Agreement, their legal effect, and her rights under Florida law to a formal hearing before a duly designated administrative law judge of the Division of Administrative Hearings (DOAH) or an informal hearing before the EPC. Petitioner specifically waives her right to both a formal and an informal hearing, except she may appear before the EPC in order to urge the adoption of this Settlement Agreement. Petitioner further acknowledges that she is under no duress, coercion or undue influence to execute this Settlement Agreement and that she has had the opportunity to receive the advice of legal counsel prior to signing this Settlement Agreement.

12. **Approval.** When fully executed, this Settlement Agreement shall be submitted to the EPC with the joint request by the parties that the EPC accept and adopt the terms of this Settlement Agreement as the basis for its Final Order in this proceeding. The parties understand that the EPC has the discretion to reject this Settlement Agreement and order a full evidentiary hearing on the allegations of the Notice of Reasons if, in the exercise of its discretion, it deems such action to be appropriate.

13. **Notice.** Petitioner waives all statutory and regulatory provisions concerning notice of hearing and agrees that this Settlement Agreement may be presented to the EPC for consideration at its next available scheduled meeting, provided that Petitioner is given reasonable advanced notice of time, place and date of said meeting.

(SIGNATURES AND NOTARIZATION ON FOLLOWING PAGE)

IN WITNESS WHEREOF, the parties have executed this Settlement Agreement on this 14<sup>th</sup> day of April, 2014.

Flavia Gusmao  
NAME [Signature]

STATE OF FLORIDA  
COUNTY OF Orange

The foregoing instrument was acknowledged before me this 14<sup>th</sup> day of April, 2014, by Flavia De Paucos Gusmao, who is personally known or produced El Drian Lice as identification [type of identification produced].



JESSICA MADURO NIEVES  
NOTARY PUBLIC  
STATE OF FLORIDA  
Comm# EE876263  
Expires 2/19/2017

[Signature]  
NOTARY PUBLIC  
My commission expires:

Paul Rendleman  
PAUL RENDLEMAN  
Assistant General Counsel  
Suite 1244, Turlington Building  
325 West Gaines Street  
Tallahassee, Florida 32399-0400  
Telephone (850) 245-0443  
Facsimile (850) 245-9425

ATTORNEY FOR RESPONDENT

STATE OF FLORIDA  
DEPARTMENT OF EDUCATION

IN RE: The Denial of the  
Application for Teacher's  
Certificate of:

CASE NO. 134-1385-LA

FLAVIA GUSMAO.  
\_\_\_\_\_ /

NOTICE OF REASONS

FLAVIA GUSMAO, [REDACTED] Orlando, Florida 32826, Department of Education Number 1231717, having filed her application for a Florida Educator's Certificate before the Department of Education;

The Department of Education having reviewed the application in accordance with Sections 1012.315, 1012.56, 1012.795 and 1012.796, Florida Statutes, has determined that FLAVIA GUSMAO is not entitled to the issuance of a Florida Educator's Certificate, accordingly; and

The Department of Education files and serves upon the Applicant, FLAVIA GUSMAO, its Notice of Reasons for its denial in accordance with the provisions of Section 120.60, Florida Statutes.

The Department of Education alleges:

1. On or about August 24, 2013, in a department store in Orange County, Florida, Applicant selected several items of jewelry and a pair of shoes, with a total approximate value of \$166.98, and concealed the merchandise in her purse. Applicant exited the store, passing all points of payment, without attempting to pay for the concealed merchandise. Applicant was arrested and charged with Petit Theft.

2. On or about October 14, 2013, the court referred Applicant to a pretrial diversion program.

The Department of Education charges:

STATUTE VIOLATIONS

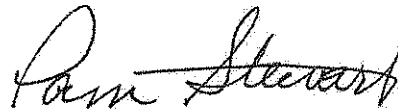
**COUNT 1:** The Applicant is in violation of Section 1012.56(2)(e), Florida Statutes, which requires that the holder of a Florida Educator's Certificate be of good moral character.

**COUNT 2:** The Applicant is in violation of Section 1012.56(12)(a), Florida Statutes, which provides that the Department of Education may deny an Applicant a certificate if the department possesses evidence satisfactory to it that the Applicant has committed an act or acts, or that a situation exists for which the Education Practices Commission would be authorized to revoke a teaching certificate.

**COUNT 3:** The Applicant is in violation of Section 1012.795(1)(d), Florida Statutes, in that she has been guilty of gross immorality or an act involving moral turpitude as defined by rule of the State Board of Education.

**WHEREFORE,** the undersigned concludes that the Applicant has committed an act or acts, or that a situation exists, which would authorize the Education Practices Commission to revoke or impose other sanctions against an educator's certificate. Based on the reasons set forth herein and in accordance with the Explanation of Rights and Election of Rights forms attached to and made a part of this Notice of Reasons, the undersigned respectfully recommends that the Education Practices Commission impose an appropriate sanction against the Applicant's application or educator's certificate pursuant to the authority provided in Sections 1012.56(11), 1012.795(1) and 1012.796(7), Florida Statutes. The sanctions imposed by the Education Practices Commission may include, but are not limited to, any one or a combination of the following: affirming the Department of Education's denial of the issuance of an educator's certificate to the Applicant for any period of time or permanently; issuing the Applicant a written reprimand; placing the Applicant on probation for any period of time; restricting the Applicant's authorized scope of practice; assessing the Applicant an administrative fine; directing the Applicant to enroll in the Recovery Network Program; suspending the Applicant's educator's certificate for a period of time not to exceed five years; revoking the Applicant's educator's certificate for a period of time up to 10 years or permanently; determining the Applicant to be ineligible for certification; or barring the Applicant from reapplying for an educator's certificate for a period of time up to 10 years or permanently.

EXECUTED on this 24 day of February, 2014.



PAM STEWART, as  
Commissioner of Education  
State of Florida





**EDUCATION PRACTICES COMMISSION**  
STATE OF FLORIDA

**GRETCHEN KELLEY BRANTLEY**  
Executive Director

**MARK STRAUSS**  
Chairperson

**LYNETTE NORR**  
Counsel

**DAVID THOMPSON**  
Co-Chairperson

June 20, 2014

Flavia Gusmao

Orlando, Florida 32826

Re: Pam Stewart vs. Flavia Gusmao  
EPC No.: 14-0153-D; DOE No.: 1231717

Dear Ms. Gusmao:

As you know, the teacher panel of the Education Practices Commission reviewed the matter pending against you. Based upon the panel's consideration of this matter and upon the panel's acceptance of your Settlement Agreement, you are hereby reprimanded.

This panel, composed of your peers, believes that, as a teacher, you are required to exercise a measure of leadership beyond reproach. By your actions, you have lessened the reputation of all who practice our profession. The profession cannot condone your actions, nor can the public who employ us.

The Education Practices Commission sincerely hopes it is your intention to never allow this situation to occur again or indeed, to violate any professional obligation in fulfilling your responsibilities as an educator. To violate the standards of the profession will surely result in further action being taken against you.

This letter of reprimand is being placed in your state certification file, and a copy is being sent to the Brevard County School Board for placement in your personnel file.

Sincerely,

A handwritten signature in cursive script that reads "Mark Strauss".

Mark Strauss  
Presiding Officer