

Office of Superintendent of Schools  
Board Meeting of February 10, 1999

January 28, 1999

Personnel Management and Services  
Nelson E. Diaz, Deputy Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE  
TEDDY GERMAIN - SCHOOL SECURITY MONITOR  
HIBISCUS ELEMENTARY SCHOOL**

On January 28, 1999, the Superintendent of Schools sent the following letter to Mr. Teddy Germain:

I am exercising my responsibility as Superintendent of Schools and recommending to The School Board of Miami-Dade County, Florida, at its scheduled meeting of February 10, 1999, that the School Board suspend you and initiate dismissal proceedings against you from your current position as School Security Monitor, Hibiscus Elementary, effective at the close of the workday, February 10, 1999, for just cause, including, but not limited to, violation of School Board Rules 6Gx13-4A-1.21, Responsibilities and Duties, and 6Gx13-4-1.01, General Personnel Policy Statement, misconduct in office, willful neglect of duty, gross insubordination, excessive absenteeism, and violation of Section 231.44, Florida Statutes. This action is taken in accordance with Sections 230.03(2), 230.23(5)(f), 231.3605, and 447.209, Florida Statutes.

If you wish to contest your suspension and dismissal, you must request a hearing in writing within 20 calendar days of the receipt of notice of the Board action, in which case, formal charges will be filed and a hearing will be held before an administrative law judge.

**RECOMMENDED:** That effective February 10, 1999, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Teddy Germain, School Security Monitor, at Hibiscus Elementary School, pending the outcome of a hearing, if requested.

NED:mf

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