

Office of Superintendent of Schools
Board Meeting of March 17, 1999

February 24, 1999

Personnel Management and Services
Nelson E. Diaz, Deputy Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE
ZANDRAS A. SPIVEY - HEAVY EQUIPMENT OPERATOR III
OFFICE OF FACILITIES OPERATIONS**

On February 24, 1999, the Superintendent of Schools sent the following letter to Mr. Zandras A. Spivey:

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 March 17, 1999, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Heavy Equipment Operator III, at Office of Facilities Operations effective at the close of the workday, March 17, 1999, for just cause, including, but not limited to, violation of School Board Rule 6Gx13-4A-1.21, Responsibilities and Duties, excessive absenteeism, and gross insubordination. 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 March 17, 1999, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Zandras A. Spivey, Heavy Equipment Operator III at Office of Facilities Operations, pending the outcome of a hearing, if requested.

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