

Office of Superintendent of Schools  
Board Meeting of October 11, 2000

September 28, 2000

Personnel Management and Services  
Nelson E. Diaz, Deputy Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE  
VICTOR I. ROA - CUSTODIAN  
NORTH MIAMI BEACH SENIOR HIGH SCHOOL**

On October 11, 2000, the Superintendent of Schools sent the following letter to Mr. Victor I. Roa:

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 October 11, 2000, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Custodian, at North Miami Beach Senior High School, effective at the close of the workday, October 11, 2000, for just cause, including, but not limited to, gross insubordination, improper conduct, violation of School Board Rules 6Gx13-4A-1.09, Employee-Student Relationships, and 6GX13-4A-1.21, Responsibilities and Duties. 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 impartial hearing officer.

**RECOMMENDED:** That effective October 11, 2000, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Victor I. Roa, Custodian, at North Miami Beach Senior High School, pending the outcome of a hearing, if requested.

NED:grp