

Office of Superintendent of Schools  
Board Meeting of March 14, 2001

March 12, 2001

Personnel Management and Services  
Nelson E. Diaz, Deputy Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE  
RANIS FORD - REFRIGERATION MECHANIC  
OFFICE OF FACILITIES OPERATIONS**

On March 8, 2001, the Superintendent of Schools sent the following letter to Mr. Ranis Ford:

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 14, 2001, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Refrigeration Mechanic, Office of Facilities Operations, effective at the close of the workday, March 14, 2001, for just cause, including, but not limited to: deficient performance of job responsibilities; non-performance of job responsibilities; willful neglect of duty; gross insubordination; and violation of School Board Rules 6Gx13-4-1.08, Violence in the Workplace, and 6Gx13-4A-1.21, Responsibilities and Duties/Employee Conduct. This action is taken in accordance with Articles IV and XI of the DCSMEC Labor Contract and Sections 230.03(2), 230.23(5), 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 March 14, 2001, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Ranis Ford, Refrigeration Mechanic, Office of Facilities Operations, pending the outcome of a hearing, if requested.

NED:jd

**REPLACEMENT  
E-27**