

Office of Superintendent of Schools
Board Meeting of May 16, 2001

May 3, 2001

Personnel Management and Services
Nelson E. Diaz, Deputy Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE
FRANK F. FERGUSON - CUSTODIAN
HORACE MANN MIDDLE SCHOOL**

On May 3, 2001, the Superintendent of Schools sent the following letter to Mr. Frank F. Ferguson:

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 May 16, 2001, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Custodian, at Horace Mann Middle School, effective at the close of the workday, May 16, 2001, for just cause, including, but not limited to: conduct unbecoming a School Board employee, and violation of School Board Rules 6Gx13-4.108, Violence in the Workplace; 6Gx13-4A-1.21, Responsibilities and Duties; and 6Gx13-5D-1.07, Corporal Punishment-Prohibited. 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 May 16, 2001, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Frank F. Ferguson, Custodian, Horace Mann Middle School, pending the outcome of a hearing, if requested.

NED:jd

E-16