

Office of Superintendent of Schools
Board Meeting of October 24, 2001

October 10, 2001

Personnel Management and Services
Nelson E. Diaz, Deputy Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE
DWIGHT A. SMITH - CUSTODIAN
PARKWAY MIDDLE SCHOOL**

On October 10, 2001, the Superintendent of Schools sent the following letter to Mr. Dwight A. Smith:

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 24, 2001, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Custodian, at Parkway Middle School, effective at the close of the workday, October 24, 2001, for just cause, including, but not limited to: excessive absenteeism; abandonment of position; non-performance of job responsibilities; willful neglect of duty; violation of School Board Rules 6Gx13-4A-1.21, Responsibilities and Duties; and 6Gx13-4E-1.01, Absences and Leaves. This action is taken in accordance with Sections 230.03(2), 230.23(5)(f), 231.3605, 231.44, and 447.209, Florida Statutes; and Article XI, Section 4 of the **Contract between the Miami-Dade County Public Schools and the American Federation of State, County, and Municipal Employees**.

If you wish to contest your suspension and dismissal, you must request in writing within 20 calendar days of notice of the Board action, a hearing or grievance/arbitration process as stipulated in the Contract, Articles VII and XI.

RECOMMENDED: That effective October 24, 2001, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Dwight A. Smith, Custodian, at Parkway Middle School, pending the outcome of a hearing, or grievance/arbitration process, if requested.

NED:grp

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