

Office of Superintendent of Schools  
Board Meeting of January 16, 2002

December 21, 2001

Personnel Management and Services  
Nelson E. Diaz, Deputy Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE  
JAMES W. AUSTIN - CUSTODIAN  
BARBARA HAWKINS ELEMENTARY SCHOOL**

On December 20, 2001, the Superintendent of School sent the following letter to Mr. James W. Austin:

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 January 16, 2002, that the School Board suspend you and initiate dismissal proceeding against you from your current position as Custodian at Barbara Hawkins Elementary School, effective at the close of the workday, January 16, 2002, for deficient performance of job responsibilities, as evidenced by immorality; conviction of a crime of moral turpitude, upon such conviction; violation of School Board Rules 6Gx13-4-1.09, 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; 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 January 16, 2002, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. James W. Austin, Custodian at Barbara Hawkins Elementary School, pending the outcome of a hearing or grievance/arbitration process, if requested.

NED:ng

**E-4**