

August 9, 2002

Paul R. Philip, Chief of Staff

**SUBJECT: DISMISSAL OF EMPLOYEE  
CYNTHIA Y. DELANCY – SCHOOL BUS DRIVER  
NORTH TRANSPORTATION CENTER**

On August 9, 2002, the Superintendent of Schools sent the following letter to Ms. Cynthia Y. Delancy:

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 August 21, 2002, that the School Board suspend you and initiate dismissal proceedings against you from your current position as School Bus Driver, at North Transportation Center, effective at the close of the workday, August 21, 2002, for just cause, including, but not limited to: non-performance and deficient performance of job responsibilities; and violation of School Board Rules 6Gx13-3E-1.10, Transportation—Specific Procedures; 6Gx13-3E-1.102, Transportation—Zero Tolerance; 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 Articles II and XI 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 August 21, 2002, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Cynthia Y. Delancy, School Bus Driver, at North Transportation Center, pending the outcome of a hearing, if requested.

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