

Paul R. Philip, Chief of Staff

**SUBJECT: DISMISSAL OF EMPLOYEE
CHARLES M. KEPLER, JR. – ROOFER II
SOUTH CENTRAL MAINTENANCE**

On August 9, 2002, the Superintendent of Schools sent the following letter to Mr. Charles M. Kepler, Jr.:

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 Roofer II, at South Central Maintenance, effective at the close of the workday, August 21, 2002, for just cause, including, but not limited to: excessive absenteeism; abandonment of position; conduct unbecoming a School Board employee; non-performance and deficient performance of job responsibilities; gross insubordination; and 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.

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 administrative law judge.

RECOMMENDED: That effective August 21, 2002, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Charles M. Kepler, Jr., Roofer II, at South Central Maintenance, pending the outcome of a hearing, if requested.

PRP:vmb