

October 9, 2002

Paul R. Philip, Chief of Staff

**SUBJECT: DISMISSAL OF EMPLOYEE  
ARMANDO MONTANO - CUSTODIAN  
VINELAND ELEMENTARY SCHOOL**

On October 9, 2002, the Superintendent of Schools sent the following letter to Mr. Armando Montano:

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 23, 2002, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Custodian, at Vineland Elementary School, effective at the close of the workday, October 23, 2002, for just cause, including, but not limited to: gross insubordination; willful neglect of duty; and violation of School Board Rule 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.

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 23, 2002, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Armando Montano, Custodian, at Vineland Elementary School, pending the outcome of a hearing, if requested.

PRP:vmb