

December 19, 2002

Paul R. Philip, Chief of Staff

**SUBJECT: SUSPENSION OF EMPLOYEE  
MARIO A. GUERRA – SCHOOL BUS DRIVER  
NORTHWEST TRANSPORTATION CENTER**

On December 19, 2002, the Superintendent of Schools sent the following letter to Mr. Mario A. Guerra:

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 15, 2003, that the School Board suspend you without pay from your current position as School Bus Driver at Northwest Transportation Center, for 30 calendar days, effective at the close of the workday, January 15, 2003, for just cause, including, but not limited to: non-performance and deficient performance of job responsibilities; violation of School Board Rules 6Gx13-3E-1.10, Transportation-Specific Procedures, specifically, Safe Driver Plan; and 6Gx13-4A-1.21, Responsibilities and Duties. This action is taken in accordance with Sections 230.03(2), 230.23(5)(f) 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, 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 15, 2003, at the close of the workday, the School Board suspend Mr. Mario A. Guerra, School Bus Driver, at Northwest Transportation, for 30 calendar days without pay, pending the outcome of a hearing or grievance/arbitration process, if requested.

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