

Office of Superintendent of Schools  
Board Meeting of February 12, 2003

January 29, 2003

Paul R. Philip, Chief of Staff

**SUBJECT: DISMISSAL OF EMPLOYEE  
GARY G. ALLEN - CUSTODIAN  
CAMPBELL DRIVE MIDDLE SCHOOL**

On January 29, 2003, the Superintendent of Schools sent the following letter to Mr. Gary G. Allen:

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 February 12, 2003, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Custodian, at Campbell Drive Middle School, effective at the close of the workday, February 12, 2003, for just cause, including, but not limited to: willful neglect of duty; deficient performance; conduct unbecoming a School Board employee; and violation of School Board Rules 6Gx13-4-1.05, Drug-Free Workplace General Policy Statement; and 6GX13-4A-1.21, Responsibilities and Duties. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.40, 447.209, Florida Statutes; and Article XI, Section 4C 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 February 12, 2003, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Gary G. Allen, Custodian, at Campbell Drive Middle School, pending the outcome of a hearing, if requested.

PRP:vmb

**F-16**