

Paul R. Philip, Chief of Staff

**SUBJECT: DISMISSAL OF EMPLOYEE
STEVEN S. NEWBOLD - LEAD CUSTODIAN
NORTH MIAMI SENIOR HIGH SCHOOL**

On August 8, 2003, the Superintendent of Schools sent the following letter to Mr. Steven S. Newbold:

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 20, 2003, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Lead Custodian, at North Miami Senior High School, effective at the close of the workday, August 20, 2003, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 4-1.08, Violence in the Workplace, 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 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 20, 2003, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Steven S. Newbold, Lead Custodian, at North Miami Senior High School, pending the outcome of a hearing, if requested.

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