

District Compliance Units
Virginia M. Bradford, Assistant Superintendent

**SUBJECT: SUSPENSION OF EMPLOYEE
ROBERT BLACK - CUSTODIAN
LAKE STEVENS MIDDLE SCHOOL**

On March 3, 2004, the Superintendent of Schools sent the following letter to Mr. Robert Black:

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 March 17, 2004, that the School Board suspend you without pay from your current position as Custodian, at Lake Stevens Middle School, for 30 calendar days, effective at the close of the workday, March 17, 2004, for just cause, including, but not limited to: deficient performance of job responsibilities; violation of School Board Rules 6Gx13- 4-1.08, Violence in the Workplace; 6Gx13- 4A-1.21, Responsibilities and Duties; and 6Gx13- 4E-1.01, Absences and Leaves. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(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 March 17, 2004, at the close of the workday, the School Board suspend Mr. Robert Black, Custodian, at Lake Stevens Middle School for 30 calendar days without pay, pending the outcome of a hearing or grievance/arbitration process, if requested.

VMB