

Office of Superintendent of Schools  
Board Meeting of May 19, 2004

May 5, 2004

Office of District Compliance Units  
Virginia M. Bradford, Assistant Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE  
L. Z. PIPPENS, JR. - CUSTODIAN  
BARBARA HAWKINS ELEMENTARY SCHOOL**

On May 5, 2004, the Superintendent of Schools sent the following letter to Mr. L. Z. Pippens, Jr.:

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 May 19, 2004, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Custodian, at Barbara Hawkins Elementary School, effective at the close of the workday, May 19, 2004, for just cause, including, but not limited to: conduct unbecoming a School Board employee; and 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 May 19, 2004, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. L. Z. Pippens, Jr., Custodian, at Barbara Hawkins Elementary School, pending the outcome of a hearing, if requested.

VMB

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