

Office of Superintendent of Schools
Board Meeting of July 14, 2004

June 30, 2004

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

**SUBJECT: DISMISSAL OF EMPLOYEE
FREDERICK D. TUFF - CUSTODIAN
NORTH TRANSPORTATION CENTER**

On June 30, 2004, the Superintendent of Schools sent the following letter to Mr. Frederick D. Tuff:

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 July 14, 2004, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Custodian, at North Transportation Center, effective at the close of the workday, July 14, 2004, for just cause, including, but not limited to: excessive absenteeism; non-performance of job responsibilities; and violation of School Board Rules 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), 1012.40, 1012.67, 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 July 14, 2004, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Frederick D. Tuff, Custodian, at North Transportation Center, pending the outcome of a hearing, if requested.

VMB

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