

August 10, 2004

Accountability and Systemwide Performance  
Chief

**SUBJECT: DEMOTION OF EMPLOYEE  
ALBERTO R. HERRERO - HEAD CUSTODIAN  
LEEWOOD ELEMENTARY SCHOOL**

On August 10, 2004, the Superintendent of Schools sent the following letter to Mr. Alberto R. Herrero:

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 18, 2004, that the School Board demote you from your current position as Head Custodian, at Leewood Elementary School, to Custodian, effective at the close of the workday, August 18, 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), 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 demotion, 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 18, 2004, at the close of the workday, the School Board demote Mr. Alberto R. Herrero, Head Custodian, at Leewood Elementary School, to Custodian, pending the outcome of a hearing, if requested.

**G-15**