

August 10, 2004

Accountability and Systemwide Performance
Chief

**SUBJECT: DISMISSAL OF EMPLOYEE
JIMMIE L. NEAL - CUSTODIAN
HOWARD D. MCMILLAN MIDDLE SCHOOL**

On August 10, 2004, the Superintendent of Schools sent the following letter to Mr. Jimmie L. Neal:

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 suspend you and initiate dismissal proceedings against you from your current position as Custodian, at Howard D. McMillan Middle School, effective at the close of the workday, August 18, 2004, for just cause, including, but not limited to: deficient performance by reason of violation of School Board Rules 6Gx13- 4-1.08, Violence in the Workplace and 6Gx13- 4A-1.21, Responsibilities and Duties, and gross insubordination. 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 18, 2004, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Jimmie L. Neal, Custodian, at Howard D. McMillan Middle School, pending the outcome of a hearing, if requested.