

Office of Superintendent of Schools  
Board Meeting of September 8, 2004

August 27, 2004

Office of Human Resources  
Howard S. Tames, Chief Personnel Officer

**SUBJECT: DISMISSAL OF EMPLOYEE  
RONNIE R. BELL - CUSTODIAN  
ACCESS CENTER 3**

On August 27, 2004, the Superintendent of Schools sent the following letter to Mr. Ronnie R. Bell:

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 September 8, 2004, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Custodian, at ACCESS Center 3, effective at the close of the workday, September 8, 2004, for just cause, including, but not limited to: excessive absenteeism; deficient performance by reason of gross insubordination; 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 September 8, 2004, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Ronnie R. Bell, Custodian, at ACCESS Center 3, pending the outcome of a hearing, if requested.

HST:vmb

**K-35**