

Office of Superintendent of Schools
Board Meeting of April 13, 2005

March 30, 2005

Office of Human Resources
Paul M. Cholak, Chief Personnel Officer

**SUBJECT: DISMISSAL OF EMPLOYEE
DANAVAN TOLSIE - HEAD CUSTODIAN
REGION CENTER I**

On March 30, 2005, the Superintendent of Schools sent the following letter to Mr. Danavan Tolsie:

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 April 13, 2005, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Head Custodian, at Region Center I, effective at the close of the workday, April 13, 2005, for just cause, including, but not limited to: violation of Incompetence Rule 6B-4.009, Florida Administration Code, gross insubordination; non-performance and deficient performance of job responsibilities; 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 April 13, 2005, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Danavan Tolsie, Head Custodian, at Region Center I, pending the outcome of a hearing, if requested.

PMC:mtr

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