

**MEMORANDUM**

September 6, 2005

TO: The Honorable Chair and Members of The School Board of Miami-Dade  
County, Florida

FROM: Rudolph F. Crew, Superintendent of Schools 

**SUBJECT: WITHDRAWAL OF AGENDA ITEM D-34  
DISMISSAL OF EMPLOYEE – WILLIAM J. BETHEL, JR.**

Agenda Item D-34 is being withdrawn from the September 7, 2005 Agenda to allow the conference-for-the-record to take place upon the return of the employee from District-approved leave.

RFC:ng  
M0375  
Attachment

cc: Superintendent's Cabinet  
Mr. Johnny Brown  
Mr. Thomas Gary  
Ms. Maria Teresa Rojas

Office of Superintendent of Schools  
Board Meeting of September 7, 2005

August 24, 2005

Office of Professional Standards  
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE  
WILLIAM J. BETHEL, JR. - CUSTODIAN  
WINSTON PARK ELEMENTARY SCHOOL**

On August 24, 2005, the Superintendent of Schools sent the following letter to Mr. William J. Bethel, Jr.:

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 7, 2005, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Custodian, at Winston Park Elementary School, effective at the close of the workday, September 7, 2005, for just cause, including, but not limited to: conduct unbecoming a School Board employee; insubordination; and violation of School Board Rules 6Gx13- 4-1.05, Drug-Free Workplace General Policy Statement, 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 September 7, 2005, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. William J. Bethel, Jr., Custodian, at Winston Park Elementary School, pending the outcome of a hearing, if requested.

MTR

**WITHDRAWN  
9/6/05  
D-34**