

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, Sections 4B, and C 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

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