

Office of Superintendent of Schools  
Board Meeting of September 13, 2006

August 31, 2006

Office of Professional Standards  
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE  
ERNEST E. SMITH - CUSTODIAN  
NORTH MIAMI BEACH SENIOR HIGH SCHOOL**

On August 31, 2006, the following letter was sent to Mr. Ernest E. Smith:

This is to notify you that the Superintendent of Schools will be recommending to The School Board of Miami-Dade County, Florida, at its scheduled meeting of September 13, 2006, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Custodian, at North Miami Beach Senior High School, effective at the close of the workday, September 13, 2006, for just cause, including, but not limited to: conduct unbecoming a School Board employee; and violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties, and 6Gx13- 4A-213, Code of Ethics. 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.

If the School Board accepts (or approves) the Superintendent's recommendation, you will be notified of the School Board's action.

**RECOMMENDED:** That effective September 13, 2006, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Ernest E. Smith, Custodian, at North Miami Beach Senior High School, pending the outcome of a hearing, if requested.

MTR

**D-35**