

Office of Professional Standards  
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY AND INITIATE  
DISMISSAL PROCEEDINGS OF EMPLOYEE PENDING APPEAL  
KIMSON L. WILLIAMS – CUSTODIAN  
POINCIANA PARK ELEMENTARY SCHOOL**

**LINK TO DISTRICT STRATEGIC PLAN: IMPROVE EFFECTIVENESS OF INSTRUCTION AND  
EFFICIENCY OF OPERATIONS**

On February 1, 2007, the following letter was sent to Mr. Kimson L. Williams:

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 February 14, 2007, that the School Board suspend you without pay and initiate dismissal proceedings against you from your current position as Custodian at Poinciana Park Elementary School, effective at the close of the workday, February 14, 2007, for just cause, including, but not limited to: excessive tardiness; abandonment of position; non-performance and deficient performance of job responsibilities; gross insubordination; and violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties, 6Gx13- 4A-1.213, Code of Ethics, 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.

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

**RECOMMENDED:** That effective February 14, 2007, at the close of the workday, the School Board suspend without pay and initiate dismissal proceedings against Mr. Kimson L. Williams, Custodian, at Poinciana Park Elementary School, pending the outcome of a hearing, if requested.

MTR