

Office of Superintendent of Schools
Board Meeting of February 14, 2007

February 1, 2007

Office of Professional Standards
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY AND INITIATE
DISMISSAL PROCEEDINGS OF EMPLOYEE PENDING APPEAL
CARLOS ABRIL - HEAD CUSTODIAN
SNAPPER CREEK 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. Carlos Abril:

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 Head Custodian at Snapper Creek Elementary School, effective at the close of the workday, February 14, 2007, for just cause, including, but not limited to: gross insubordination; excessive absenteeism; abandonment of position; and violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties, 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. Carlos Abril, Head Custodian at Snapper Creek Elementary School, pending the outcome of a hearing, if requested.

MTR

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