

Office of Professional Standards  
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY AND INITIATE  
DISMISSAL PROCEEDINGS OF EMPLOYEE PENDING APPEAL  
RONALD B. BAKER - CUSTODIAN  
MIAMI LAKES EDUCATIONAL CENTER**

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

On February 28, 2007, the following letter was sent to Mr. Ronald B. Baker:

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 March 14, 2007, that the School Board suspend you without pay and initiate dismissal proceedings against you from your current position as Custodian at Miami Lakes Educational Center, effective at the close of the workday, March 14, 2007, for just cause, including, but not limited to: conduct unbecoming of a School Board employee; and violation of School Board Rules 6Gx13- 4-1.08, Violence in the Workplace; 6Gx13- 4A-1.21, Responsibilities and Duties; and 6Gx13- 4A-1.213, 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 March 14, 2007, at the close of the workday, the School Board suspend without pay and initiate dismissal proceedings against Mr. Ronald B. Baker, Custodian at Miami Lakes Educational Center, pending the outcome of a hearing, if requested.

MTR