

Office of Professional Standards  
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY OF EMPLOYEE  
FOR 30 CALENDAR DAYS PENDING APPEAL  
BERT SMITH- SCHOOL BUS DRIVER  
NORTH TRANSPORTATION CENTER**

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

On March 28, 2007, the following letter was sent to Mr. Bert 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 April 18, 2007, that the School Board suspend you without pay from your current position as School Bus Driver at North Transportation Center, for 30 calendar days, effective at the close of the workday, April 18, 2007, for just cause, including, but not limited to: violation of School Board Rules 6Gx13- 3E-1.10, Transportation-Specific Procedures, specifically, Safe Driver Plan; and 6Gx13- 4A-1.21, Responsibilities and Duties. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 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 (AFSCME)**.

If you wish to contest your suspension, 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 AFSCME 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 April 18, 2007, at the close of the workday, the School Board suspend Mr. Bert Smith, School Bus Driver, at North Transportation Center, for 30 calendar days without pay, pending the outcome of a hearing or grievance/arbitration process, if requested.

MTR