

Office of Professional Standards
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: SUSPENSION WITHOUT PAY AND INITIATE DISMISSAL
 PROCEEDINGS OF EMPLOYEE PENDING APPEAL
 DOWELL GRIMES – SECURITY SPECIALIST
 SOUTH DADE ADULT SENIOR HIGH SCHOOL**

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

On October 1, 2008, the following letter was sent to Mr. Dowell Grimes:

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 October 15, 2008, that the School Board suspend you without pay and initiate dismissal proceedings against you from your current position as Security Specialist at South Dade Adult Senior High School, effective at the close of the workday, October 15, 2008, for just cause, including, but not limited to: excessive absenteeism; and violation of School Board Rules 6Gx13- 4A-1.21, Responsibilities and Duties, 6Gx13- 4E-1.01, Absences and Leaves. 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 (AFSCME)**.

If you wish to contest your suspension and dismissal, you must request a hearing in writing within 20 calendar days of notice of the Board action, a hearing or grievance/arbitration proceeding. The grievance/arbitration proceeding is regulated by Articles VII and XI of the AFSCME Contract. Your selection of one appeal method waives the right to select the other appeal method in the future. If you select arbitration, you must also notify AFSCME of your selection and obtain AFSCME's written concurrence.

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

RECOMMENDED: That effective October 15, 2008, at the close of the workday, the School Board suspend without pay and initiate dismissal proceedings against Mr. Dowell Grimes, Security Specialist at South Dade Adult Senior High School, pending the outcome of a hearing, if requested.

MTR