

Office of Professional Standards
Maria Teresa Rojas, Assistant Superintendent

**SUBJECT: RECOMMENDED DEMOTION AND ASSIGNMENT TO A
DIFFERENT WORK LOCATION AND RESTITUTION
DOLLESTER B. COVINGTON – LEAD CUSTODIAN
WESTVIEW MIDDLE SCHOOL**

**LINK TO DISTRICT
FRAMEWORK: SCHOOL/DISTRICT LEADERSHIP**

On June 30, 2010, the following letter was sent to Ms. Dollester B. Covington:

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 July 14, 2010, that the School Board demote you from your current position as Lead Custodian at Westview Middle School, assign you to a different work location, and be required to pay restitution in the amount of \$2,802.80, effective at the close of the workday, July 14, 2010, for just cause, including, but not limited to: violation of School Board Rules 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), 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)**.

You have waived, in writing, your right to an administrative hearing and grievance/arbitration process.

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

RECOMMENDED: That effective July 14, 2010, at the close of the workday, The School Board demote Ms. Dollester B. Covington, Lead Custodian; assign her to a different work location; and require her to pay restitution in the amount of \$2,802.80.

MTR