


MEMORANDUM

October 18, 2011

TO: The Honorable Chair and Members of The School Board of Miami-Dade County, Florida

FROM: Alberto M. Carvalho, Superintendent of Schools 

**SUBJECT: WITHDRAWAL OF AGENDA ITEM D-57
ROBERT WILLIAMS**

The attached Agenda Item D-57 is being withdrawn from the October 19, 2011 Agenda as a result of Mr. Robert Williams' resignation, effective October 17, 2011. Acceptance of the resignation will obviate the need for any further action on this matter.

AMC:av

Attachment
M-409

cc: School Board Attorney

Freddie Woodson, Deputy Superintendent
District/School Operations

**SUBJECT: RECOMMENDED SUSPENSION WITHOUT PAY AND INITIATE
DISMISSAL PROCEEDINGS OF EMPLOYEE PENDING APPEAL
ROBERT WILLIAMS – HEAD CUSTODIAN
IRVING & BEATRICE PESKOE K-8 CENTER**

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

On October 10, 2011, the following letter was sent to Mr. Robert Williams:

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 19, 2011, that the School Board suspend you without pay and initiate dismissal proceedings against you from your current position as Head Custodian at Irving & Beatrice Peskoe K-8 Center, effective at the close of the workday, October 19, 2011, for just cause, including, but not limited to: gross insubordination and violation of School Board Policies 4210, Standards of Ethical Conduct; and 4210.01, 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 (AFSCME)**.

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 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 19, 2011, at the close of the workday, The School Board suspend without pay and initiate dismissal proceedings against Mr. Robert Williams, Head Custodian, at Irving & Beatrice Peskoe K-8 Center pending the outcome of a hearing, if requested.

FW

Withdrawn
October 18, 2011
D-57