

Office of Superintendent of Schools  
Board Meeting of May 16, 2001

May 11, 2001

Personnel Management and Services  
Nelson E. Diaz, Deputy Superintendent

**SUBJECT: DISMISSAL OF EMPLOYEE  
STEVE M. JOHNSON - AUDIOVISUAL SPECIALIST  
HORACE MANN MIDDLE SCHOOL**

On May 8, 2001, the Superintendent of Schools sent the following letter to Mr. Steve M. Johnson:

I am exercising my responsibility as Superintendent of Schools and recommending to The School Board of Miami-Dade County, Florida, at its scheduled meeting of May 16, 2001, that the School Board suspend you and initiate dismissal proceedings against you from your current position as Audiovisual Specialist, at Horace Mann Middle School, effective at the close of the workday, May 16, 2001, for just cause, including, but not limited to: deficient performance of job responsibilities; non-performance of job responsibilities; conduct unbecoming a School Board employee; excessive absenteeism; gross insubordination and violation of School Board Rule 6GX13-4A-1.21, Responsibilities and Duties. This action is taken in accordance with Sections 230.03(2); 230.23(5)(f); 231.3605; 231.44; and 447.209, Florida Statutes.

If you wish to contest your suspension and dismissal, you must request a hearing in writing within 20 calendar days of the receipt of notice of the Board action, in which case, formal charges will be filed and a hearing will be held before an impartial hearing officer.

**RECOMMENDED:** That effective May 16, 2001, at the close of the workday, the School Board suspend and initiate dismissal proceedings against Mr. Steve M. Johnson, Audiovisual Specialist, Horace Mann Middle School, pending the outcome of a hearing, if requested.

NED:jd

**REPLACEMENT  
E-13**